

MINING — STRIKES & DISTURBANCES

1983 — 1984 JANUARY — DEC.

Strike miners get jail

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

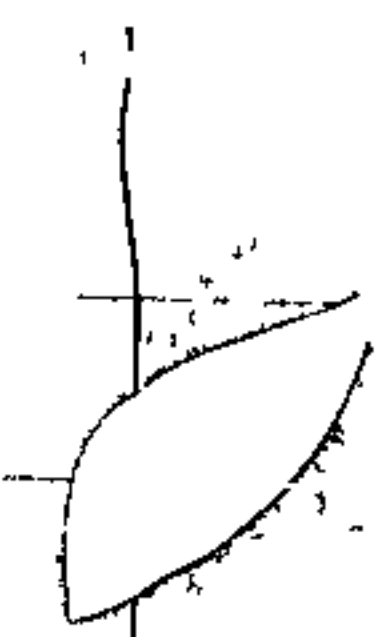
They were remanded several times

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The charges against 13 miners were withdrawn, one was in hospital and could not attend court, and four men did not appear.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

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'Ovambo jobs threatened by irregularities'

WINDHOEK — The jobs of about 220 Ovambo factory workers in South West Africa had been jeopardised by Ovambo Administration officials who circumvented tender procedures, the Thirion Commission of inquiry heard yesterday.

The managing director of a furniture manufacturing firm and holder of a State contract, Mr H D Lehnerdt, told the commission in Windhoek the administration had ordered 3 600 beds for schools, hostels and hospitals through a wholesale agent for a South African manufacturer.

The Ovambo Administration paid R216 000 for the beds — R61 642 more than it would have cost the government had it invited tenders.

The commission, chaired by Mr Justice P W Thirion of Natal, is hearing evidence into alleged irregularities in State spending in SWA.

Mr Lehnerdt said his company, MKL Enterprises, operated a furniture factory at Okahandja employing 220 Ovambos and 26 others.

Had the Ovambo Administration awarded the contract for the beds to his company the transaction would have ensured a month's employment for the factory workers.

The purchase order for the beds had gone to a Windhoek-based company, Whyllie Enterprises

which acted as agent for Eddle of Transvaal.

Earlier evidence before the commission was that the wife of a government official was acting as agent for Whyllie in Ovambo.

Mr Lehnerdt said the beds, which did not carry the SABS mark of approval would not stand up to 'severe use' in school hostels.

Late last year, Mr Lehnerdt said, an official of the Ovambo Administration had asked him "to condone" the purchase from Whyllie.

It was said the administration had been committed to the purchase by one of its employees acting beyond his authority. It had to honour the commitment.

Mr Lehnerdt said the official inferred that Mr Lehnerdt's attitude "could have a bearing on future purchases of furniture" from his company by the Ovambo Government.

The implication was that a "huge order for school desks was being compiled and Mr Lehnerdt's firm might not be given the order."

The Secretary to the Ovambo Administration, Mr Frank Viljoen, later telephoned him with a similar request "to condone" the purchase from Whyllie Enterprises.

Mr Lehnerdt said he had obtained an interview with the chairman of the Ovambo Executive Committee, Mr Peter Kalangula, in which he had pointed out the circumstances of the contract — Sapa.

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.

NUM
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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 speculation that, should a strike loom, the Government might step in to ensure that the refinery'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

□ □ □

Botha acts on dispute

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

Sacked miners claim area was unsafe

Key mine test case on refusal to work

213
29/9/83
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By STEVEN FRIEDMAN
Labour Correspondent

THE National Union of Mine-workers yesterday served papers on the Gold Fields (SA) West Driefontein mine, thus instituting a key industrial court test case on whether workers can refuse to work in an area they consider unsafe

The papers contain shock allegations about an incident this month in which 17 NUM members at the mine were fired for refusing to work in an area because they believed it to be unsafe

The mine said the area was safe but the NUM says a rockfall injured a worker in the area in question two days after its members were fired for refusing to work in it. It says a miner was injured when the roof caved in on him

It also alleges workers who refused to work in the area were subjected to racial abuse by mine officials and that, at one point, an official threatened to shoot two of the workers

A Gold Fields spokesman said yesterday the company planned to contest the

action. But it could not respond in detail to the union's allegations yet as it had referred these to its legal advisers

The NUM has asked the court to order the temporary reinstatement of the 17 men who were fired for refusing to work in the area while its dispute with the mine over the sackings is resolved

The union also announced in a statement yesterday it had applied to the Government Mining Engineer for an urgent inquiry and inspection at the area where the men refused to work

This is the first time the court will have to decide whether workers are entitled to refuse to work in an area they consider unsafe

The action has been brought by the NUM and the 17 dismissed workers. In papers before the court, they allege the workers refused to work in the area for several reasons

- The roof of the area was hanging dangerously;
- They had heard rumblings there — "an indication of a possible rock burst";
- The roof had "abnormally wide" cracks,

- The roof supports were tilted at an angle, and,
- "Rocks kept falling when touched slightly by workmen's helmets"

It claims that another gang had been working in the area concerned, but had been moved after a white and three black miners had been "seriously injured". Two of the three black workers are still in hospital, it charges

The papers allege that, when the men reached the area — 14 level — they heard a team leader say it was unsafe. The signs were such that "even a novice would recognise the danger of a rockfall" and they refused to work there

When team leaders went to see the shift boss that evening, he allegedly called the workers "dogs" and insulted them racially

On another occasion a shift boss is alleged to have said he did not care if black miners died in the area as the mine "could easily buy other k...s and dogs to work in their place"

The mine said its production manager had inspected the area and found it safe and that a Government inspector had done the same



floor — however many services it offers members

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.

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.

NUM 5/10/83

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Gold mining industry could be hit hard

Strike threat at top Reef gold refinery

19/05/83

211 213 143 Not

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

213 12/4/83

Mine deaths lead to riots

By CHRIS OLCKERS

ABOUT 700 black miners went on the rampage at the Beisa uranium mine near Welkom on Sunday after 16 miners died in a methane gas explosion on Friday.

Three hostels were extensively damaged after the miners refused to go underground following the death of their colleagues.

Yesterday 509 miners out of a work force of more than 4 000 asked the mine management to cancel their contracts and to send them home.

Nobody was injured during the riots but five men were arrested and will appear in court today on charges of public violence.

Riot after death of miners

OWN CORRESPONDENT

JOHANNESBURG —
Nearly 700 miners went
on the rampage at the
Beisa uranium mine near
Welkom on Sunday after
16 of their colleagues had
been killed in a methane
gas explosion on Friday.

The violence erupted
when the miners, un-
nerved by the explosion,
which also injured 50
miners, refused to go on
shift on Sunday night.

Nobody was injured
during the disturbance,
but five men were arrest-
ed by police and will ap-
pear in court today on
charges of public vio-
lence.

Yesterday 509 miners
out of a work force of
more than 4 000 asked the
mine management to can-
cel their contracts and
send them home.

A spokesman for
General Mining Union
Corporation said yester-
day that production
would be affected for an
unspecified period until
the work force was back
to normal.

The District CID Chief
for the Northern Free
State, Major Koos Calitz,
said damage was estimat-
ed at more than R100 000.

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any way by this project. Since the tests will mainly be performed over the sea, disturbance, if any, of the plant and animal life both in the coastal strip and in the interior will be minimal. The area along the coastline which is not at present included in existing nature conservation projects and which will be incorporated in the testing-ground as part of the safety zone, will in terms of the existing policy of the S A Defence Force be maintained as a nature reserve.

Discussions at high level have already been held to obtain the assistance of the Nature Conservation Division of the Cape Provincial Administration. The area was *inter alia* chosen because it is not close to international borders, borders on the sea, is climatologically acceptable and is not an agriculture intensive area. The settlement of highly qualified permanent staff who will be employed at the facility, will be to the benefit of the local community.

For written reply
 Eastern Cape: offences
 265 Mr P R C ROGERS asked the Minister of Law and Order

- (1) How many cases of (a) assault with intent to do grievous bodily harm, (b) culpable homicide, (c) murder, (d) rape and (e) robbery were reported in the magisterial districts of (i) East London, (ii) King William's Town, (iii) Stutterheim, (iv) Cathcart and (v) Queenstown in 1982.
- (2) whether the above figures represent an increase or decrease in comparison with the relevant figures for 1981?

The MINISTER OF LAW AND ORDER

Since statistics in respect of magisterial districts are not kept, the following figures represent the number of cases reported to the various police stations as indicated

(1)	(a)	(b)	(c)	(d)	(e)
(i) East London	1 313	—	122	258	580
(ii) King William's Town	202	—	11	22	83
(iii) Stutterheim	148	—	11	19	18
(iv) Cathcart	117	—	6	7	9
(v) Queenstown	504	—	37	32	124

- (2) In some cases these figures represent a decrease and in others an increase in comparison with the corresponding figures for 1981

Strikes
 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

328 at the Buffelstfontein 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.

Expenditure on educational research and scientific development

401 Dr. A L BORAINÉ asked the Minister of National Education

What percentage of the gross national product of South Africa was spent on educational research and development in the field of science in 1977, 1978, 1979, 1980 and 1981, respectively?

The MINISTER OF NATIONAL EDUCATION
 1977/78—0,125%
 1979/80—0,137%

Notes

- (1) The result of the 1981 survey is not yet available
- (2) "Educational research and development" has been interpreted as research and development done at universities and technikons only
- (3) "Science" was interpreted as "all sciences"
- (4) The gross national product at market price was used

Tracing of stolen motor vehicles

480 Mr J H VISAGIE asked the Minister of Law and Order

- (1) Whether the South African Police has units which specialize in the tracing of stolen motor vehicles, if so, (a) of how many members is each of the units composed and (b) how many motor vehicles are at the disposal of each unit,
- (2) whether there is a shortage of motor vehicles for these units, if so, what is the extent of the shortage?

The MINISTER OF LAW AND ORDER

- (1) Yes

	(a)	(b)
Port Elizabeth	11	5
Soweto	24	4
Johannesburg	26	18
Krugerdsdorp	10	4
Pretoria	27	11
Durban	14	7
Port Shepstone	4	2
Cape Town	18	8
I lichtenburg	4	2
Zeerust	2	1
Welkom	6	2
Kimberley	3	1
Kokstad	4	—
Newcastle	5	1
Witriver	4	1
Oshoek	4	1
Benoni	20	9
Bloemfontein	5	2
Ladysbrand	3	2
East London	10	4
Queenstown	4	2

- (2) Yes. The shortage is, however not of such an extent that it impedes the functions of these units. Since a number of these units has only been established recently, the provision of staff and transport has not yet been finalised. This is receiving the necessary attention

Burglaries

483 Mr H H SCHWARZ asked the Minister of Law and Order

How many burglaries were reported to the South African Police in 1982?

The MINISTER OF LAW AND ORDER

142 585.

Employment of Blacks
 486 Prof N J OLIVIER asked the Minister of Justice

^{NUM}
**'Miners
lied on
safety'** 213, 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

ROM 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

~~210 213~~
800 miners
213 193
in sympathy
ROM
stoppage 14/1/84

Mail Reporter

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

NOW UNTHREATENS TO STRIKE over pay demands

213 C. Pers 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

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

"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 office outright and declare a dispute or we can reject their offer and go back

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.

However these fell through when the union asked the Chamber to re-negotiate.

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

577 C. Pers

27/5/84

IN a drama-filled week, sit-ins, detentions, suspensions and court interdicts swept through four of the country's universities.

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

Almost 150 University of Transkei students were detained while holding a mass gathering in a park in Umtata

At the University of the North, students staged a sit-in following complaints of a "contested" time-table

By LEN KALANE

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

The students also complained about lack of accommodation for black students on cam-

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 allege was aggressive.

By John D'Oliveira,
The Star Bureau
LONDON — Sharp controversy is being generated here over the safety and health of South Africa's black mine-workers

A group of Labour Party MPs is pressing for an urgent government inquiry into the health, safety and wage policies of British companies and their subsidiaries in the South African mining industry

Some of their Conservative Party colleagues, on the other hand, want Parliament to note the "immense achievements" of the South African mining industry

The controversy began with a television programme last week which claimed that the death rate among black South African miners was 20 times that in Britain.

It was also said that 17 000 miners were injured in 1983, and 100 died in industrial disputes

After that, Mr Dave Nellist, a Labour Party MP, wrote to Mr Cyril Ramaphosa, general secretary of the South African National Union of Mineworkers, asking for information on accidents and health conditions

He said he needed the information to highlight the conditions in British companies, their South African subsidiaries, and companies in which there was a substantial British involvement

Then Mr Nellist tabled a motion in Parliament noting the programme contents "with grave concern", and calling for an urgent government investigation

The motion was signed by more than 70 Labour MPs.

Labour MPs call for urgent inquiry

On Wednesday, Mr James Molatsi, president of the South African National Union of Mineworkers, had talks at Parliament with Labour Party MPs and the party's shadow spokesman on employment, Mr John Smith

Mr Molatsi appealed for help in his union's campaign to "stop the horrible catalogue of maiming and deaths".

After these discussions, Mr Nellist issued a Press statement saying he would question Mr Norman Tebbit, the Minister of Trade and Industry, on the issue later this month — and that he would call for a major inquiry

Then the Conservatives hit back with a motion of their own. Moved by Mr Ian Lloyd, it "regretted" that the TV programme had conformed to the "fashionable trend" of denigrating all South African institutions, irrespective of circumstances.

The programme totally disregarded the "immense achievements of the South African gold mining industry".

It challenged the independent television company (ITV) to name any other mining complex in Africa where the safety record in similar geological conditions and depths was superior to South Africa's, and where efficiency and pay were higher.

Hlobane disaster: It's a turning point for safety

To all intents and purposes, Hlobane was an exemplary mine in terms of safety standards

It displayed proudly its four-star status, rated in accordance with the Chamber of Mines' International Mine Safety Rating programme. It was due for a third millionaire's shield — the award for a million fatality-free shifts

Yet last September 12 an explosion ripped through two sections of the mine, set deep within Hlobane Mountain Sixty-four miners were killed. Four more died later in hospital

The high death toll set the Hlobane disaster apart, marking it as one of the worst in South African coal mining history

But what emerged at the two-week inquest and inquiry into the causes of the explosion is likely to have an even greater impact on mine safety in South Africa as a whole. The Hlobane disaster has already become a turning point

From the start, the inquest and inquiry assumed an added importance with the direct involvement of the fast-growing black National Union of Mineworkers

The NUM, an already formidable force in the mining industry, has targeted mine safety as an area of priority interest. Acting on behalf of the families of the dead men, the union brought in a skilled legal team to hold a watching brief at the inquiry. During the first three days of

the inquest, evidence led pointed to gross negligence. Breaches of regulations, faulty machinery, lax management, and inadequate measures to detect and prevent the accumulation of methane gas, were highlighted in court

The links in the chain of disaster were separated, examined, and then fitted together again in an attempt to understand why the explosion occurred. At the end of nine days, this sequence of events had been identified

● The explosion occurred in

In the Vryheid Magistrate's Court last week the Hlobane Colliery (Vryheid Railway Coal and Iron Company) was found statutorily responsible for the death of 68 miners killed in an explosion at the mine on September 12 last year. Labour Reporter CAROLYN DEMPSTER examines the importance of the inquest finding and its relevance with regard to mine safety standards.

Sections 5 and 10 of the Dundas seam, Boomlager Workings 3, on the September 12 at about 7.45 am.

● Between 5 and 15 percent of methane gas was present — sufficient to cause an explosion.

But the blast itself was not violent, leading experts to conclude that the high death toll resulted from a partial coal-dust explosion which spread the wall of flame and noxious fumes further

There was a frequent water shortage problem in the two sections, and no water supply to Section 5 on the day of the ex-

plosion, contributing to the dry conditions

● A week before the explosion, the miner in charge of Section 5, Mr T J Bezuidenhout, filed a report of 4 percent methane gas being present. This was "scored out" of the report, and the Inspector of Mines was not called in to investigate.

● Two days before the explosion, the ventilation system — used primarily to clear gas and supply air to the working faces of a mine — was short-circuited when a miner holed through into a return air passage. The hoing

● Bratticing, used to regulate the air flow in a coal mine, was of inferior quality

In his findings, the Chief Magistrate of Vryheid, Mr N J Reynders, said that if Mr Bezuidenhout had not tested for gas on the fatal morning, "it was the last link in a chain of negligence"

The general impression gleaned from the findings was that, on the face of it, Hlobane was a safety-conscious mine with numerous safety programmes and meetings on safety measures

But the practices employed, below ground, and the scant notice paid to Mines and Works Act regulations, belied this image and ultimately contributed to a disaster which could not be cast into the category of fatal accidents attributable to "an act of God"

At least 98 percent of fatal mining accidents in South Africa currently fall within this causal sphere

It was also determined during the inquest that a general "tightening up" was in progress at the mine

This gives rise to a number of unanswered questions on mine safety. Does it take an explosion of the proportions of Hlobane for mine management to get their house in order, and what is the true value of a mine safety rating system or mine safety programme if it cannot prevent explosions of this magnitude?

NUM strength put to test in refinery strike

NUM 2014 16/11/82 213

IF LAST WEEK WAS ANY INDICATION THIS IS GOING TO BE A TORRID YEAR FOR LABOUR RELATIONS

In three Transvaal strikes alone about 4 500 workers came out with almost half of them being fired — evidence that employer militancy is matching worker militancy.

With approximately 2 000 workers back at their Pick 'n Pay jobs, and about 700 from African Cables in Vereeniging now out of work, Impala Platinum Refinery's strike has the most significance

This is the first major test of shopfloor strength of the black National Union of Mineworkers (NUM) and the first big strike in the mining industry since the unrest of July 1982

The NUM claims a membership of 55 000 but this has been viewed with some scepticism as a paper figure. Also, the NUM has a reputation for fighting legal struggles but has not contested a shopfloor battle

The strike, apparently sparked by the dismissal of seven workers for allegedly refusing to work after being verbally abused and as-

LABOUR WEEK BY PHILIP VAN NIEKERK

saulted, came in the midst of recognition talks between the NUM and the company

It would have been the first recognition agreement between a company owned by Gencor, seen as one of the more conservative mining houses, and a black trade union

For both parties the strike is a crucial trial of strength. Over the weekend the company sacked more than 1 000 workers who refused to work after talks between management and the union broke down on Friday

It is worth noting that support for the strike was virtually 100%

The question now is whether Impala Platinum Refinery, having dismissed its entire black workforce, can meet supplies to customers

Management has conceded that production could be badly affected. If its stockpile is not adequate it could be in trouble

The Impala refinery shares the platinum

market with Rustenburg Platinum and there is, on the surface anyway, strong competition between the two.

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

Industrial court sets the scene for tough safety negotiations

LABOUR WEEK

By STEVEN FRIEDMAN

RDM 28/11/83
THE industrial court's decision to grant temporary reinstatement to 17 National Union of Mineworkers members who were fired at West Driefontein seems to have set an important precedent.

The 17 were sacked for refusing to work in an area they considered unsafe — and what gives the decision its importance is that a Government enquiry later found the area to be safe.

No reasons for the decisions have been released, but NUM's lawyers argued that, even if an area was found afterwards to be safe — as at West Drie — workers might have valid grounds for refusing to work in it (if, for example, there had been accidents there previously).

In such a case, they argued, the onus was on management to allay worker fears — in this case by allowing a union to intervene.

The court has presumably gone some way to endorsing this which means that employers who refuse to negotiate with workers — and unions — in similar situations could face reinstatement orders against them.

Though situations like that at West Drie are more likely on mines than elsewhere, there are factories where similar disputes could occur.

So the ruling may well aid unions who want negotiation rights on safety.

NUM says it will advise members to refuse to work in areas they consider unsafe and has urged mines to sign safety agreements with it to avoid court actions.

Gold Fields, which owns West Drie, points out that the order is only temporary and has vowed to follow the dispute through the official machinery. It also suggests the order has not decided the merits of the case.

But the fact that employers could face 90-day orders to reinstate workers in similar situations could act as a powerful incentive to negotiate on safety.

aimed, not at greater clarity, but at weakening unions.

RDM 28/11/83
LAST week's first-ever "summit" of industrial councils rejected the view that councils need to undergo major changes to survive.

The meeting, composed almost exclusively of supporters of councils, seems to have been taken up more with extolling the virtues of councils than with suggesting reforms to them.

The answer to emerging union opposition to councils was seen in publicising council activities widely and in greater "professionalism" by those on councils.

Employer spokesmen argued that dialogue with unions who reject councils could persuade them to change their view and that unregistered unions — who can't join councils — and other opponents of the system should be involved in aspects of council activities.

Some established unions wanted unions to be forced to register.

But a couple of suggestions aimed at improving the function of councils emerged — that their disputes machinery should be speeded up and their wage agreements published more quickly.

No major legislation seems likely as a result — except on the industrial court — but the Department of Manpower will look at criteria for councils' representativeness.

There was criticism from some quarters of employers who sign recognition agreements with unions, but no new law is planned on this.

A key outcome of the meeting is that the department is to go ahead with a Bill to give the Minister of Manpower the power to exempt small businesses and rural employers from the minimum wages in council agreements.

RDM 28/11/83
TURMOIL hit Olifantsfontein, outside Pretoria, in the past week.

This centres on a dispute at Cullinan Industrial Porcelain, where some workers belong to Cusa's Building, Construction and Allied Workers Union.

FRIDAY

NEW YORK — Amway Corporation sold enough floor polish last year to clean a foot-wide strip from the earth to the moon. It sold enough bleach to wash three dozen nappies for every baby in the world's developed countries.

Its revenue was \$1.2bn, it ran the world's largest radio network and paid about 1-million door-to-door salesmen in 40 countries. This month it was fined \$25m by a Canadian court for undervaluing its exports to Canada for several years.

The Amway empire is built on the theory that the world can always use another oven-cleaner, a bar of soap, lipstick or a vitamin tablet — especially if it can be bought at home.

It offers the lure that anyone can go into business with a \$75 sample kit and climb the free enterprise ladder by recruiting other distributors and sharing in their success along the way.

But Amway's business practices have been criticised by the Trade Commission because of the company's use of consignment-generated get-rich-quick claims.

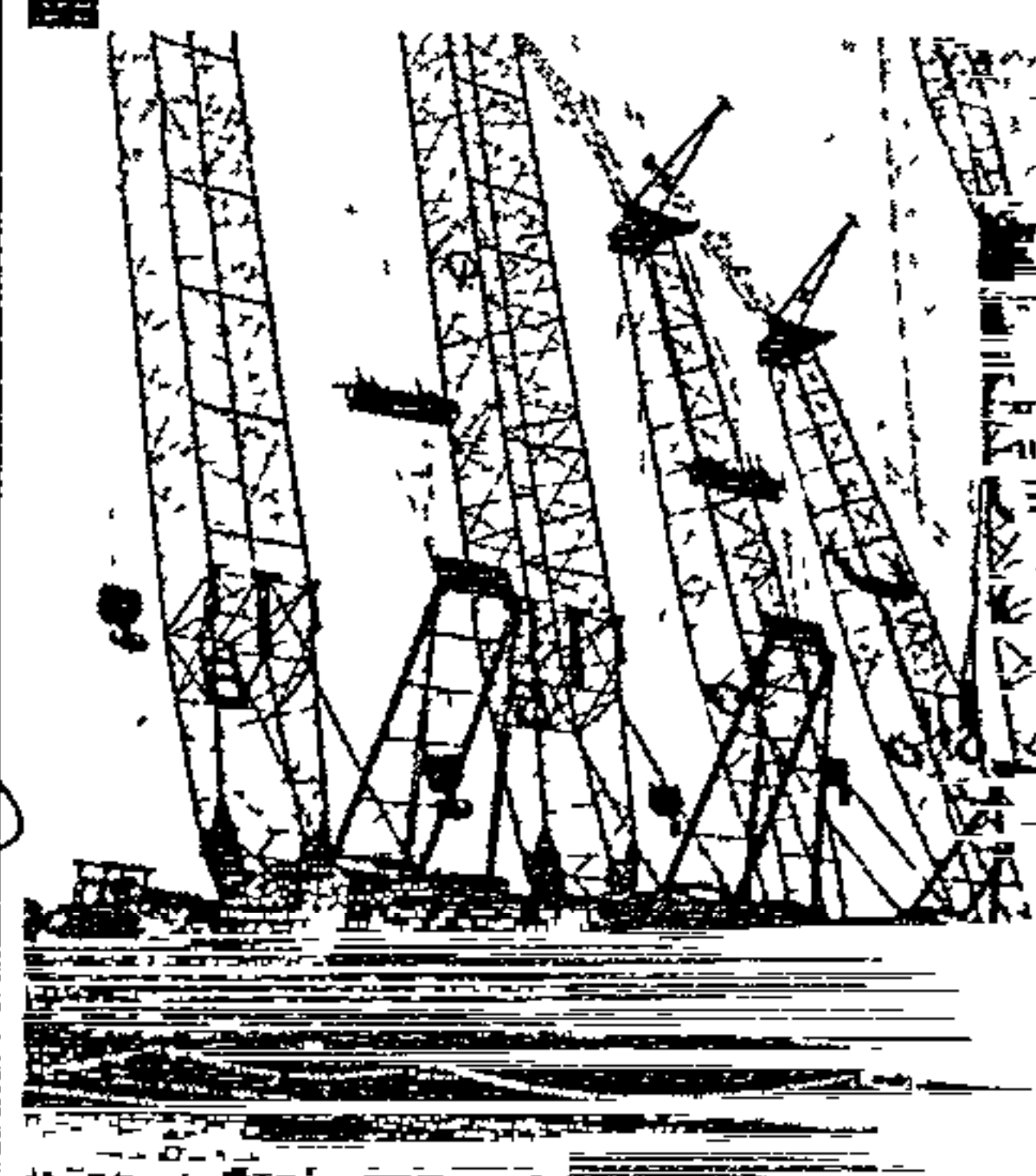
The FTC case against Amway investigators say the company is merely distributing Wisconsin settlements when Amway has toned down its promotional literature.

Rich Devos, who founded the company years ago, was interviewed.

He replied: "Nobody has ever had this type of success to this level. Avon is the world in direct sales — in what they call door-to-door sales."

"But Avon is more orthodox than this business. This business is a little more free with everybody."

If you're in but w- equipment here's: we can



Sacked miners return for homelands

By PHILLIP VAN NIEKERK

A LARGE number of workers at Impala Platinum Refineries near Springs must return to the homelands following the sacking of about 1 400 strikers — virtually the entire workforce of the company.

The dismissal has gone ahead in spite of a last-minute compromise plea by the National Union of Mineworkers (NUM).

The 1 400 workers went on strike last week in protest

against the dismissal of seven workers who downed tools after they were allegedly assaulted and verbally insulted by white supervisors.

Talks between worker representatives, including NUM officials, and the company broke down last week, with the workers demanding that the seven be reinstated before they return and the company demanding that they return before they be reinstated.

Following the dismissal of

the workers as they failed to come on shift from Friday afternoon till yesterday morning, the union agreed to the company's terms of a return to work before the seven could be reinstated.

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday afternoon he was still awaiting a reply from the company.

However, a few minutes later a statement issued by Mr R Bo-

vell, the company's managing director, said all the strikers had been discharged and that they would have to "collect their documents and return home".

It is understood that the vast majority of the 1 400 are contract workers who will now have to return to the homelands.

Mr Bovell said production was not affected at this stage

Union's Sowetan court move

25/11/84 (110)
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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

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 Co-ordination, 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

26 / 1 / 84

Outlawed ~~union~~ Star continues ~~strike~~

213

By Jo-Anne Collinge

The strike at Union Carbide's Ucar mine in the Brits area of Bophuthatswana continued yesterday as worker representatives, management and homeland government officials held talks.

The National Union of Mineworkers (NUM) says that the strike, which started on Monday and is said to involve almost 400 workers, is related to the Mangope Government's declaring the union's activities illegal in the homeland.

While Union Carbide's industrial relations manager Mr C Robertson acknowledges that the move by the Bophuthatswana Government disrupted recognition talks with the union, he insists a pay dispute is at the heart of the strike, although no figures had been mentioned.

Bophuthatswana is about to enact its new Industrial Conciliation Act which provides for the establishment of homeland unions.

NUM has been advised that its activities in Bophuthatswana are "contrary to the law". Mr Robertson could not say whether the firm would face penalties if it were to recognise an outlawed NUM.

The role of the Bophuthatswana Department of Manpower in the present talks was "conciliatory and mediating", Mr Robertson said. "We understand that they are concerned that their citizens should not lose their jobs."

Mr Cyril Ramaphosa, general secretary of NUM, saw the outlawing of established unions as an attempt to install "government unions" in the homeland. He was dubious about the sincerity of firms which claimed they were unwillingly bound by State restrictions. "We think they actually prefer to deal with unions which are kept under Government surveillance."

SA UNION S
213
strikers in
Bop return
EDM 27/1/84

Mail Reporter

ABOUT 400 striking workers at the Ucar vanadium mine in Bophuthatswana decided to return to their jobs yesterday after meeting with the officials of the National Union of Mineworkers (NUM)

The strike took place against the background of an effective ban on trade unions from South Africa operating in Bophuthatswana

Mr Cyril Ramaphosa, the general secretary of the NUM, said the workers had repeated their demand for trade union recognition, the recognition of their shop stewards committee in the interim and for a wage increase

Spokesmen for the mine, owned by Union Carbide, were unavailable for comment

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Hostel normal

after mine riot

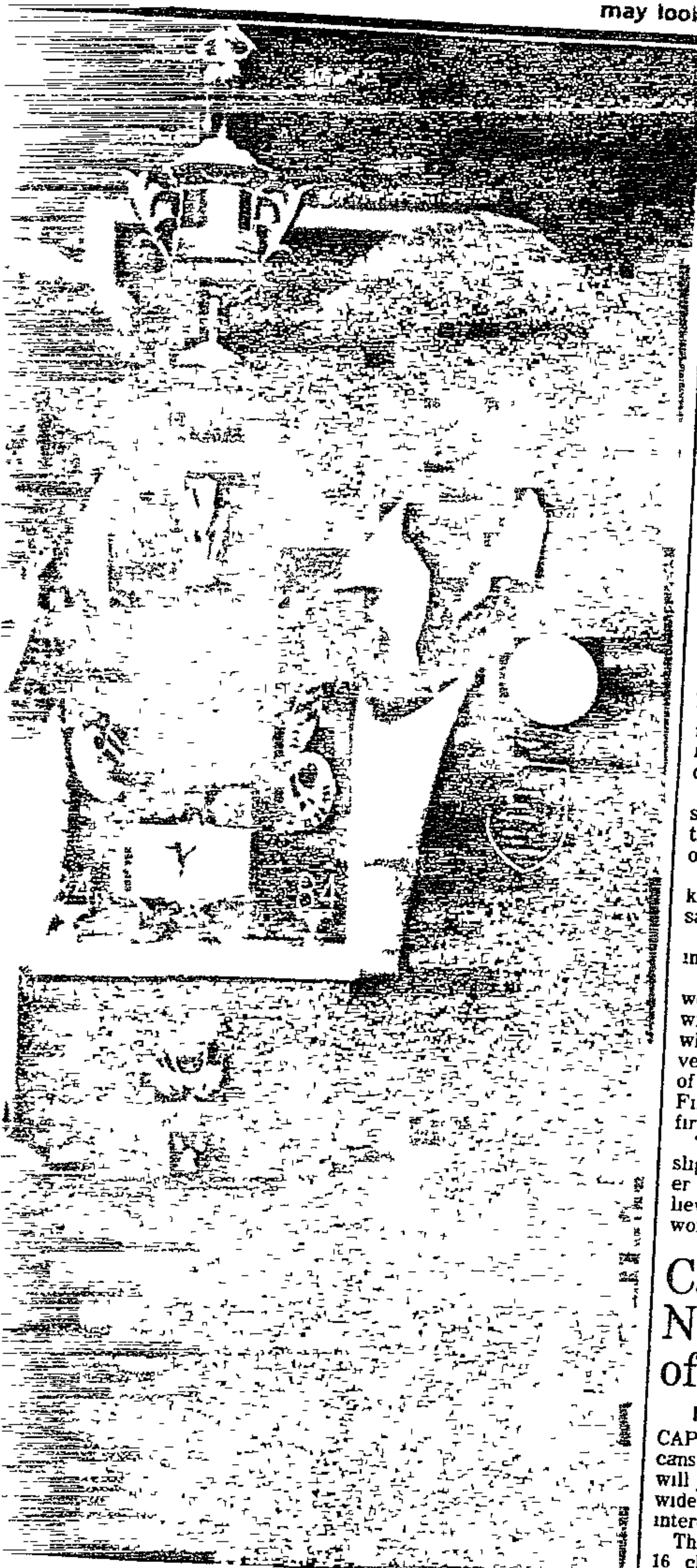
Star 22/2/74

WELKOM — The situation at the Free State Geduld gold mine's No 5 shaft hostel complex was back to normal yesterday after workers ran amok, smashing windows and setting fire to buildings at the hostel on Monday night.

The spokesman said 10 people were slightly injured in the incident.

— Own Correspondent

...the latest police picture shows him as he
may look now



Champion drum majorettes, Kim Stretton, 16, (left) and her sister, 14, hold the gold "Miss Drill Team International" trophy. The team won in Los Angeles. They were welcomed by their friends at the Convent in Boksburg yesterday.

Picture: TLADI KHUELE

Man gets 10 years for political detainee

RAM 22/2/84
A young man of 23-years had lost his life as a result of Van As' unlawful actions.

The court found Van As had made Mr Malatsi kneel in front of him to beg for mercy. He then took his loaded and cocked 9mm pistol from its holster undid the safety catch and pressed the muzzle against the forehead of the defenceless Mr Ma

culpable homicide and not murder

Mr Liebenberg said he intended appealing against both Van As conviction and sentence

The application for leave to appeal was postponed for 14 court days after the judgment had become available

RAM 22/2/84

10 hurt in mine riot

By PHILLIP VAN NIEKERK

TEN workers were injured and hundreds of thousands of rands worth of mine property damaged when workers rioted at Anglo American's Free State Geduld Gold Mine near Welkom on Monday night.

A spokesman for the National Union of Mineworkers (NUM) said the incident was sparked by the death of a mineworker on Wednesday last week after he had been assaulted by mine security officials.

However, Captain Johan Fouche, media liaison officer for the northern Free State, said the disruption began when workers were searched for dagga. He said four men had been arrested and faced charges of public violence.

An Anglo American spokesman said the cause of the riots would be the subject of an official inquiry.

He said the mine had no knowledge of the alleged assault and death of the miner.

He said the incident had involved 50 to 60 workers.

Buildings in the compound were burnt and a number of windows broken by stoning while security officials and vehicles were also the target of stone throwers. Welkom Fire Brigade brought the fires under control.

Ten mineworkers were slightly injured with a worker whose leg was broken believed to have been the worst of the injured.

Call for National day of prayer

Mail Correspondent

CAPE TOWN — South Africans of all denominations will join in today's 'country-wide day of atonement and intercession'.

This follows a request by 16 churches to the Prime Minister, Mr P W Botha who agreed to call a day of prayer because of "critical times" in the country.

The government has appealed to the business sector to close at 3pm so that church meetings can be held from 4pm. The House of Assembly will adjourn in time to enable members to attend services. "Though Cape Town and its environs have been particularly blessed with rain in recent years all Capetonians are appalled by the ravage and hardships caused by drought in South Africa," the Mayor of Cape Town, Mr Sol Kreiner said.

Breakfast Quip



Britain welcomes SA's 'peace'

By JOHN BATTERSBY
London Bureau

LONDON — South Africa's peace pact with Mozambique has been hailed in London as a major diplomatic breakthrough which could have far-reaching consequences for regional stability in Southern Africa.

The British Foreign Office immediately welcomed the high level talks between Frelimo and Maputo and the agreement which the two sides are reported to have reached.

"We have long believed that only through negotiation can enduring solutions to the problems of Southern Africa be achieved," the statement said.

But Western diplomatic observers cautioned that the peace pact should be seen rather as the result of a more fundamental shift by Mozambique away from the Soviet bloc and closer to the West.

They pointed to President Machel's successful tour of the West late last year during which the groundwork for a new pragmatic approach to South Africa is believed to have been laid.

The Portuguese government which has played a key broker's role in getting South Africa and Mozambique to the negotiating table, yesterday welcomed the talks.

A Foreign Ministry spokesman said in Lisbon that the Portuguese government had originally proposed that a regional non-aggression pact be reached between them. He could not confirm Luanda as the venue for a formal signing of the peace pact.

The British media gave the announcement of a pending peace pact between the two countries splash treatment.

Three out of four Fleet Street broadsheet newspapers carried reports of the accord as the front page lead.

The Daily Telegraph reported Diplomatic coup for South Africa and terror pact with

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NEW GRAPE FLAVOUR

Pomelo

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'Dispute' led to loss of facilities

By PHILLIP VAN NIEKERK
GOLD FIELDS' decision to remove office facilities from the National Union of Mineworkers (NUM) at several of their mines was prompted by a long-standing dispute at the company's West Driefontein mine, the National Union of Mineworkers has claimed.

The removal of facilities was the cause of alleged NUM plans to organise a strike at three Goldfields mines — Libanon, Kloof and Venterspost — starting yesterday.

According to Mr Cyril Ramaphosa, general secretary of the NUM, opening offices in Westonaria for members of the three mines could expose those workers, most of them contract workers, to arrest and harassment by the police.

In the latest in a series of courtroom battles between the company and the union, the Rand Supreme Court granted Gold Fields an ur-

gent order on Monday restraining the NUM from organising an illegal strike at the mines.

There were no reports of work stoppages at the mines yesterday though Mr Ramaphosa described the situation as "tense".

The West Driefontein dispute was sparked by the dismissal in September last year of 17 NUM members who refused to work in an area they considered unsafe.

The workers have twice won temporary reinstatement orders from the industrial court.

Mr P. Janisch, general manager of Goldfields' gold division, denied that the West Driefontein dispute was the cause of the company's withdrawal of facilities granted to the NUM at the end of 1982 and the beginning of 1983.

"We were concerned that having granted these facilities to one union, we could be criticised by other unions for favouring that union," he said.

Strike threat fizzles

A THREATENED strike at three West Rand gold mines failed to materialise on Tuesday night and shifts "went down" as usual.

Save for 1/3/84
13
273
11/11

An emergency court order granted late on Monday afternoon by the Rand Supreme Court, restrained the National Union of Mineworkers from organising the strike at the Libanon, Venterspost and Kloof mines — owned by Gold Fields of South Africa

The strike, called in protest against a decision by Gold Fields to remove free office facilities from the Num, was to have begun on Tuesday night at the change-over from the day shift

After the court order was granted a Num organiser, Mr Vuyani Mudolo, told workers they should abide by it

KDM 3/4/84

Striking mineworkers on intimidation charges (213)

Labour Correspondent

EIGHT workers arrested by police during a strike at Rand Mines' Rietspruit Colliery last week have been charged under the Intimidation Act and released on R500 bail each

At the same time, the mine has suspended the eight on full pay pending an internal inquiry into last week's stoppage. National Union of Mineworkers (NUM) shaft stewards are taking part in the inquiry, which began yesterday.

Workers at the mine downed tools last week over what the company described

as a "misunderstanding". The NUM said the strike had been prompted by a dispute between it and the mine over the recognition of shaft stewards

The eight were arrested during the strike and charged late last week. Their case was postponed until April 18

Meanwhile, an NUM spokesman said yesterday that the union and Rietspruit management were due to meet tomorrow for talks on the recognition dispute

He said the meeting was to have taken place last Friday, but had been postponed at the union's request

Mine dispute talks

THE National Union of Mineworkers (Num) is to continue talks today with the Rand Mines' Rietspruit colliery management on the shaft steward recognition dispute following a strike by over 1 200 miners last week.

The colliery's public relations officer said that the talks, which started sometime ago, were "progressing in good spirit" and the outcome would be known later.

Miners at the plant, members of the Num, went on strike last

week over what the union described as "reluctance to recognise the shaft stewards" while management blamed the strike on "misunderstanding" on the part of certain workers.

Eight workers were arrested by police during the strike and have since been charged under the Intimidation Act in the local magistrate's court. They have been released on R500 bail each and will appear again on April 18, a union spokesman said yesterday.

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Sweber 4/14/84

might also be a record — the two sides deadlocked over a difference of 0,5%

They had already agreed on a wage rise of 10%. But unions wanted changes in service increments which would have raised the mines' wage bill by 0,5%. The Chamber refused to agree.

The union stance does seem a little odd in the light of the fact that the CMU originally demanded increases in fringe benefits which would have cost at least 10% over and above the wage increase.

Having foregone improvements worth at least 9,5%, the CMU, for undisclosed reasons, decided to make a stand over 0,5%

Predictably, this failed to produce a repeat of the 1922 miners' strike and the affair ended with a compromise on service increments.

The Chamber will now have to get down to bargaining pay with the black National Union of Mineworkers and indications are that these talks will be a far more serious affair

Word is that the NUM will make demands to which the Chamber is unlikely to agree and may be willing to risk a confrontation.

This is far more likely to prompt a serious clash than the much-publicised disputes between the Chamber and white unions in recent years.

RAM ^{□□□} 30/4/84 (213)
LABOUR relations records may have been set by the dispute between white mine unions and the Chamber of Mines last week

It must have been the shortest dispute ever between the two — the Council of Mining Unions said it was declaring the dispute on Thursday and settled with the Chamber on Friday.

The gap between union demands and the employers' offer

Huge mine strike feared

(215) C. P. Ramaphosa 30/4/84

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 NUM 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.

KDM 5/5/84 (113) (215)

Mine union declares dispute with East Rand Anglo firm

By PHILLIP VAN NIEKERK

THE National Union of Mineworkers has declared a dispute with Anglo American's East Rand Gold and Uranium Company (Ergo) over the length of time between meetings to be held during a dispute.

The dispute follows a breakdown in recognition talks between the two parties on Wednesday.

management was demanding that a clause be written into the agreement that the parties meet on not less than two occasions over 20 days if a dispute was declared.

He said if this was added to the time legally provided for the parties to settle the dispute at conciliation board level, together with the 30 day "cooling off" period if the board failed to resolve the

three months before workers could strike legally.

A statement from Anglo-American said Ergo management found it "difficult" to understand the reason for the NUM's declaration of a dispute at this stage of the negotiations.

"But as this will now be dealt with by the Conciliation Board we have no further comment to make" the

Key hearing for Num 17

THE FATE of the 17 West Driefontein miners who were granted temporary reinstatement after being dismissed from the mine in September last year, is to be decided by the Industrial Court today.

The reinstatement order, which was backdated, is believed to be the longest-running status quo order yet handed down by the court. The miners were fired on September 22 for refusing to go underground to work in what they considered an unsafe area.

West Driefontein decided not to re-employ the 17 dismissed miners, 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.

Dispute

Thus 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 last

week revealed that the union played no part in persuading the miners not to go underground, something mine management has alluded to in their papers before court.

Instead, the miners 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 has now been postponed "indefinitely," which left the 17 miners in a predicament as the reinstatement order expired on May 4 (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 miners are within their rights by refusing to work in an area they consider to be unsafe.

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S. Driefontein 2/5/84

Strike

ABOUT 700 members of the National Union of Mineworkers at the Anglo American's East Rand gold and uranium company yesterday went on strike demanding the recognition of their union.

The union's spokesman said that the strike follows a breakdown in recognition talks between the company and the union last week. Management was not available for comment.

213
19/5/84
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241 (213) ^{NUM 10/5/84}

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"

LABOUR NEWS

Mine no longer to pay workers'

Mall Reporter

THE Industrial Court has refused to extend an order temporarily reinstating the 17 West Driefontein mine workers who have been at the centre of an eight-month legal row between Gold Fields of SA and the National Union of Mineworkers.

The court yesterday refused to extend the status quo order for the fourth time after an application calling for its extension was brought by the NUM's legal representatives.

The company has been paying the workers' wages though not employing them since last year when the NUM won the status quo order pending the outcome of the case.

The NUM has alleged that the company committed an unfair labour practice by firing the workers for refusing to work in an area of the mine which they considered to be unsafe.

However, the "unfair labour practice" case, which is regarded as a key test of workers' rights not to work in areas they consider to be unsafe, is still to be completed.

It was postponed indefinitely two weeks ago after the company claimed that the NUM legal representatives had changed their case and should reformulate it.

A statement from Gold Fields said the mine had been paying the men since September 22 in terms of the status quo order, but they had not been employed at the mine.

"Today's court order means that the mine no longer has to remunerate the men."

Blast at

OFS mine

~~213~~
213
22/5/84

An explosion at the Western Holdings mine at Welkom in the Free State last night destroyed seven offices, a police spokesman said from Welkom today.

The blast occurred in offices at number seven shaft just after 7 pm.

- Initial estimates put damage at about R100 000.

Police led by the CID chief for the Northern Free State, Colonel Koos Calitz, combed the debris for clues.

- Witnesses said the blast was deafening. They confirmed that no explosives were kept in the building.

Sources said this was the fourth unexplained explosion at the shaft in the past year. The three previous ones had occurred underground. Sapa

Senectus 22 5 84 (213)

Coal workers down tools

ABOUT 300 workers at the McPhail Coal Company in Karzene, Johannesburg, yesterday downed tools demanding wage increases and improved working conditions.

The workers felt that the company — whose motto is "Mac won't Phail you" — has failed its employees. A spokesman for the workers said they were being paid "poverty wages" and that working conditions are "deplorable." Work came to a standstill yesterday as the coalmen were joined by others from the Wadeville depot demanding a hearing.

The workers claimed that those who were classed as labourers are paid R45 a week and the drivers are paid R65 a week plus a R20 bonus which brings their weekly wages to R85.

They demanded that the labourers be paid R65 a week and the drivers R120 a week.

Talks

A spokesman for the company yesterday confirmed that there was a work stoppage. He said he could not comment on the matter as the situation was still delicate. Worker representatives and management were still holding talks.

RAM 20/5/84

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.

STRIKE THREAT BY 8 000

Numm miners reject offer

2/13 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 Chamber's 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 (Numm) is to meet management in Johannesburg tomorrow to negotiate wage increases for over 60 000 mineworkers.

Placards reading, "1972 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, Numm's president,

By JOSHUA RABOROKO

Mr James Motlatsi, 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."

Numm's general secretary, Mr Cynl 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.



Part of the 8 000-strong mineworkers who threatened to go on strike. Pic: ROBERT MAGWAZA

Pay dispute threat by gold-miners

Mercury 4/16/84 ~~113~~ 213

Mercury Correspondent

JOHANNESBURG—The 70 000-strong National Union of Mineworkers has threatened to declare a dispute which could result in widespread industrial action if the Chamber of Mines is not prepared to make what they call a satisfactory final pay offer

The decision was taken by 600 worker-delegates at a special NUM conference in Klerksdorp on Saturday night, convened to discuss this year's pay negotiations

Apart from the delegates, almost 3 000 mineworkers, many of them carrying banners, attended the conference and backed the decision

Negotiations became 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 union represents only a portion of black workers on the goldmines, the increases they win will affect almost all the industry's 480 000 black mineworkers

Delegates rejected the chamber's offer outright and called on it to put a final offer on the table, failing which the declaration of a dispute in the goldmining 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 has 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 0,5 percent difference with the chamber's offer of 10 percent

It means that the only remaining area of disagreement between the chamber and mining unions is the negotiations with the NUM — the largest black union in the industry — which is negotiating alongside the much smaller Federated Mining Union

Mr Cyril Ramaphosa, general secretary of the NUM, said 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 union's negotiations committee

'If the chamber is not prepared to make a final offer, a dispute is likely,' Mr Ramaphosa said

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 goldmining talks, the NUM would be forced to take the same action

Meanwhile, the minimum on-appointment rates for officials in the mining industry are to be increased by 10 percent and average actual salaries will also be increased by the same amount, the chamber said in a statement yesterday

This follows an agreement reached with the Underground Officials' Association, the Mine Surface Officials' Association and the South African Technical Officials' Association

Pay action threat by 70 000 black miners

By PHILLIP VAN NIEKERK

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 delegates of workers at a special NUM conference in Klerksdorp on Saturday, convened to discuss this year's pay negotiations with the chamber

Apart from the delegates, almost 3 000 mineworkers — many carried placards reading "Away with the Chamber", and "Not less than 25%" — attended the conference and backed up their decision

Negotiations deadlocked two weeks ago when the chamber offered increases ranging from 9,5% to 10,9%, and the NUM demanded minimum increases of 25%

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 has reached agreement over the salaries of the mining industry's 25 000 officials

This agreement — which amounts to a 10% increase — follows last month's settlement between the chamber and the white mining unions, who had initially declared a dispute over a ½% difference with the chambers' offer of 10%

It means that the only remaining area of disagreement 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% until the cham-

ber 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 support any action which might follow from the declaration of a dispute"

This year's talks are only the second annual pay negotiations between the Chamber of Mines and black mining unions in the country's history

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 are to be increased by 10% and average actual salaries will also be increased by 10%, the chamber said in a statement yesterday

This follows an agreement reached between it and the Underground Officials' Association, the Mine Surface Officials' Association and the South African Technical Officials' Association.

Dispute will not hamper miners' pay negotiation

By PHILLIP VAN NIEKERK
WAGE negotiations for black workers in the coal mining industry would continue — despite the declaration of a dispute against the Chamber of Mines, by the National Union of Mineworkers (NUM)

Mr Cyril Ramaphosa, the general secretary of the NUM, said yesterday the NUM had charged the chamber with an unfair labour practice because it had refused to come forward with a pay offer at the opening meeting

He said the dispute was over the chamber's bargaining practices and not over pay and that the NUM was prepared to continue the negotiations which resume on Monday.

"The purpose of declaring an unfair labour practice is to ensure that the chamber does not do this kind of thing again," he said

Mr Johan Liebenberg, the chamber's industrial relations adviser, said yesterday the NUM had not made that distinction on Monday when they had declared the dispute. However, the chamber would be prepared to continue the negotiations

The NUM declared the dispute at the first round of negotiations on Monday, when

the chamber refused to reply immediately to the NUM's demands for increases ranging between 30% and 60%

The union is recognised as representing black mineworkers on five of the chamber's 55 collieries

Meanwhile, Mr Liebenberg reiterated yesterday the pay offer on the table to the NUM for black workers in the gold mining industry was not the final one

The offer of increases ranging from 9,5% to 10,9% was rejected by a NUM special conference in Klerksdorp at the weekend

Workers committed themselves to declaring a dispute and possible industrial action if the chamber did not come back with a satisfactory final offer

Mr Liebenberg said the chamber was in a position to improve on their offer

At the weekend conference workers 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

Mr Ramaphosa said if the chamber was not prepared to make a final offer a dispute — which could lead to widespread industrial action — was likely

Threat of miners' strike grows stronger

Now Union

disputes on

coal wages

By PHILLIP VAN NIEKERK

Rom 21/6/84

218

THE National Union of Mineworkers (NUM) yesterday added to their dispute with the Chamber of Mines over wages for black gold-mine workers by going into dispute with the Chamber over wage increases for black coal miners.

The two disputes are the early stages in what could lead to the first ever legal strikes by black mineworkers in South African history.

As in the case of the gold mines the chamber has announced it will bring into effect its final offer for chamber-affiliated collieries on July 1 on the grounds that the vast majority of workers are not members of the union and are expecting increases on that date

This is despite warnings by Mr Cyril Ramaphosa, general secretary of the NUM, that a unilateral pay increase could lead to labour unrest on the mines

However, the chamber has argued that as there is uncertainty over NUM membership, it would be unwise not to award the increases to all mineworkers

The chamber said in a statement last night after talks between the chamber and the NUM that the increases would not apply to "some anthracite producing collieries which are currently operating in a very depressed market"

The increases announced for surface employees at the collieries average 14,1% while those for underground employees will average 13,4%, the chamber said

Various improvements in working conditions, including a minimum service scheme providing for a 0,5 % annual increment and a shift allowance scheme, have also been introduced

The coal offer is very similar to the gold offer even though the two sets of negotiations were separated at the beginning because of the different circumstances in each

The NUM — which claims a membership of some 70 000 on both coal and gold mines but is only recognised by the chamber on a few collieries — has been demanding a 25% across-the-board increase and has also rejected the fringe benefits offered by the chamber

The NUM is already in dispute with the chamber over the coal mine wage talks. The NUM has accused the chamber of an unfair labour practice for allegedly refusing to bargain in good faith at the very beginning of the coal talks

RDM 22/6/84 213

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

Coal miners in deadlock

Sweeten
22/6/84
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THE BREAKDOWN in pay talks between the Black Mineworkers' Union and the Chamber of Mines concerning workers at Chamber Gold Mines has been repeated in the case of the coal mines.

Yesterday talks between the Chamber and the National Union of Mineworkers (Num), which claims a membership of 70 000, ended in deadlock — a carbon copy of Monday's deadlock over improved pay and working conditions in the gold mines. And as it did on Monday, Num has declared a dis-

pute with the Chamber

The Chamber has adopted the same stance with the collieries as with the gold mines it represents. It 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.

However this will not apply in the case of "some anthracite producing collieries which are currently operating in a very depressed market," a Chamber spokesman said.

Following Monday's deadlock, Mr Cyril Ramaphosa, Num's general secretary, warned that it could lead to labour unrest. The union, which has also rejected the fringe benefits offered by the Chamber, was willing to accept an across-the-board 25 per cent wage increase. — Sapa

Sowetan 25/6/84

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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

1 500 strike at colliery

Mercury
25/5/84

Pietermaritzburg Bureau

213

MORE than 1 500 workers at the Coronation Colliery in Vryheid downed tools yesterday after dissatisfaction over wage increases last week.

Police were 'keeping a watch' on the situation after isolated cases of stone-throwing had been reported.

Mr Errol Symons, Chief Press Officer for Anglo American, which owns the mine, said the workers had not reported for work in the morning following salary increases announced by the Chamber of Mines.

Negotiations between the mine's manager and the workers' representatives were in progress.

Some buses had been stoned during the day, Mr Symons said.

Black miner shot dead as 1 700 strike

By Carolyn Kempster
and Mike Cohen

213
26/8/84
Staw
One black miner was shot dead and four others were injured when a group of strikers from Anglo American's Coronation Colliery near Vryheid advanced on a nearby residential area last night.

The strike by 1 700 black miners started yesterday morning when the first shift refused to go underground.

A spokesman for Anglo American said the workers were unhappy about the wage increases announced by the Chamber of Mines last week.

Police cordoned off the mine and refused to allow anybody in or out after the miners had stoned a bus.

Late yesterday, mine management was still meeting the strikers in an attempt to resolve the strike.

Lieutenant-Colonel Vic Haynes of police headquarters in Pretoria said a man was shot dead when a group of "unknown persons" opened fire on advancing workers near the white residential area at 9 pm.

He said the strikers started gathering at 4 pm.

Special police squads moved in and teargas was fired into the crowd to "stop the advance on the white area and to disperse the crowd".

A beerhall and a food store on the mine were broken into and extensive damage was caused to the buildings, according to Colonel Haynes.

Three policemen were slightly injured during the stoning and police vehicles were damaged.

Colonel Haynes said the situation at the mine was quiet today, although a large contingent of police was still patrolling the area.

A Northern Natal police spokesman said strikers had camped out on the sports field next to the mine last night.

1 killed, 4 hurt in miners' riot over wage increases

Argus 26/6/80 (213) 25

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

Sowetan 27/8/84 213
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

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

By JOSHUA RABOROKO and SAPA

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 tear-smoke to disperse the strikers as they advanced near a residential area.

This was followed by the stoning of police

RIOU

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.

27/6/84
Union
warning
after
killing

213

By PHILLIP VAN NIEKERK

AT LEAST one black mineworker was killed, another seriously injured, and three others slightly injured when "unknown persons" opened fire at striking mineworkers from the Coronation Colliery near Vryheid on Monday night.

The incident happened after mineworkers went on strike earlier in the day in dissatisfaction with the year's pay increases for black mineworkers announced by the Chamber of Mines last week. And Cyril Ramaphosa, the general secretary of the National Union of Mineworkers (NUM), which has rejected the increases, 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 that the "mining houses would be faced with this type of unrest from all mines countrywide".

A spokesman for Anglo-American, owners of the mines, said the workers had returned to their jobs yesterday afternoon after discussions between management and worker representatives and had agreed to accept the wage increases.

There were unconfirmed reports that workers at the adjoining Hlobane mine had downed tools yesterday, also in protest against the wage increases which are to come into effect on July 1.

The reports were denied by Hlobane's owners, Iscor. The NUM claimed police were called when striking mineworkers attempted to talk to management used against them and later peacefully towards their hosts. Unidentified people started firing shots at them, killing two workers and injuring four others.

However, Colonel V. H. Heynes, a police spokesman in Pretoria, said the shots were fired by "unknown persons" when the mineworkers marched on a white residential area near the colliery at 9pm on Monday. He said rioting miners clashed with police carrying riot shields for more than two hours.

The president of the Chamber of Mines, Mr George Nisbett, last night expressed hope the outbreak of violence which would not be repeated on other mines. "I wish to appeal to all employees in the mining industry not to participate in strike action or acts of violence which, in the end, will benefit nobody," he said. Mr Nisbett said he believed the unrest was linked to the recently announced wage increases which, he felt, compared favourably with pay rises in other industries.

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 nationwide 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 nationwide," 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

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.

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.

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.

Special Offer!
CHAINSAW
Heavy duty, 82 cc,
450 mm, guide bar



R449⁹⁸ + GST
34 LONG STREET
STEPHANS
PH 24 3377/8 CLOSED SAT

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 Leslie Chart, Melanie and Gavin.

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.

9.00 News
9.28 Weather
9.31. Sport The European France will be screened. Ezenkolo (Epilogue)

TV 2 rev

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

Print
25% SALE

All giggles top
Winte FASHI

must GO! (Examples)
Quilted Jumpers Were R37,99
Jerseys (contrast sleeves) Were R35,99
Pants Were R39,99

Gentle

Mine violence 'only a sample' warns the NUM

27/6/84
By Carolyn Dempster,
Labour Reporter

The strike by 1 700 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 1 700 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

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~~219~~

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 Ngeobo, 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 Mire-

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.

McLennan's Editorial 28/6/84 (213) ~~(455)~~ (214)

Irresponsible threat

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

Sawyer
28/6/84

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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.

50 held after Mercury 29/6/84 (213) 216 mine violence 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.

ROM 29/6/84

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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 that the increase was ahead of the increased cost of living, and compared favourably with wage increases in other industries. — Sapa

Rea

Holiday special

ASH pop star is Rea, at present in the charts in Africa with singles and an album will join forces with the Bellamy as a July holiday double at the Sun Bowl. 1, Tonight!

Remarkable recovery

After a car accident last August, 30-year-old Thinus Meyer was in a coma not expected to survive.

Three months after he came round, as a result of physiotherapy and in-therapy, he can now talk again. Age 7.



Serfontein

Third time unlucky?

INGBOK Divan Serfontein, in great luck again since the tour, leads a Province against Northern Transvaal at Loftus tomorrow — the very real prospect of the Blue losing their third consecutive match in their own paddock. The Transvaal supporters have been sent away by two successive defeats at Loftus in the last six weeks.

'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

29/6/84 Star
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, Magnus 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

213
miners
star
Labour Reporter
29/6/84

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 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 an 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 council 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.

Gunmen ~~etc~~ acted within their rights ^{Star} (213) 29/6/81 police chief

Own Correspondent ~~etc~~

DURBAN — The unidentified white residents who gunned down five black mineworkers at Vryheid Coronation Colliery on Monday night were acting completely within their rights, Colonel S J N van der Merwe of the Newcastle division of the South African Police said today

"If it were not for those people shooting at the rioting miners there would have been a lot of murder," he said

One striker was killed and four others sustained gunshot wounds when the "unidentified persons" fired on them from the mine's white residential area

Colonel van der Merwe said the striking miners were intent on causing damage and it was only the whites who had prevented widescale murder

He said the miners were trying to get to the main white residential area where the main contingent of police were concentrated in order to repel any attack

"The miners then turned on the central area that was protected only by the mine's security guards and a few policemen," he said

Colonel van der Merwe said the post-mortem on the dead miner, Mr Mhlunguleni Mthethwa (39), had been completed and it had been found that he died from a gunshot wound in the neck.

● The National Union of Mineworkers today expressed deep alarm over Colonel van der Merwe's comments

"It is not for the police to give their opinions, it is for a court of law to decide whether any persons should be brought to justice," said union general secretary Mr Cyril Ramaphosa.

"We are also alarmed that the police regard the death of one person and injuries sustained by others as something that does not warrant investigation for the purposes of pressing charges

"It is obvious two types of justice exist in this country."

● See Page 1, Metro section.

No talks with mine chamber — NUM

Mail 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".

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.

Important points at speeds of around 200km/h

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 Willie 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

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 "Mail" 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.
1. Damage to . . . might be expensive to make good.
5. Epoch.
7. The time may well come when a . . . has to be replaced.
1. Football crowd is likely to react when star player is . . . in a promising run.

DOWN

1. . . . might spur one into action.
1. . . . may anxiously study shifts in trade.
- Highly regarded.
- Obscure . . . may suddenly come into the limelight.
- A . . . person has execution of his sentence suspended.
- Space is, of course, a vi-

DAILY MAIL DAILY MAIL

SATURDAY JACKPOT No 748

1	T	2	S	T	E	R	4	P	L	A	
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Name

Address

Phone (Home/Bus)

(postage on a postcard 11c)

DAILY MAIL DAILY MAIL DAILY MAIL DAILY MAIL DAILY MAIL DAILY MAIL

By DEBBIE REID

AT LEAST one "spiking" drug ceives treatment the South Africa Council on Alcohol and Drug Dependence Johannesburg.

Drug abuse sprouting meth not only become the "needle age" slaves to the sophisticated meth injecting power their bloodstreams. But yesterday of Sanca, also

Now on foot or whether he other car in Soweto being transported to the Prison in Soweto when he escaped

Harassment

Ed and had flown home to th in the United States.

ilova, who has repeatedly stoned by journalists about ate life, said reporters woke

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-

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 Driefonten Colliery and Gencor's Ermelo Colliery queried the increases, but spokesmen for the two companies 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

1000 workforce down tools over wage dispute

213
3/7/84
Durefer

Shelve increments till dispute settled, strikers tell Anglo

By Carolyn Dempster,
Labour Reporter

More than 1 300 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.

RAM 3/7/84

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IT is becoming commonplace to note that mass arrests of strikers are becoming commonplace.

But it is still worth recording that the outcome of another mass arrest — that of Triomf workers in Potchefstroom in April — ended in the Potchefstroom Regional Court last week with the case against 19 workers facing charges under the Intimidation Act being quashed.

This yet again questions the use of police to sort out industrial relations problems, and explains why many black workers and their unions increasingly view the police as part of the anti-strike armoury of employers.

Much more disturbing last week was the fatal shooting of a black mineworker at the Vryheid Coronation Colliery and the injury of several others — not by police but by unidentified residents of a surrounding white residential area.

With a number of mineworkers on charges for public violence (making the issue sub judice), with an inquest pending and with varying accounts of what took place having been publicly aired, Colonel S van der Merwe, of the SAP, felt free to announce that the whites had "all the necessary reason" to shoot at striking miners.

Said Col Van der Merwe, of the Newcastle division of the SAP "If it were not for those people shooting at the rioting miners there would have been a lot of murder."

Are we then to assume — even before the judiciary has considered the matter — that the dead mineworker was not murdered, and that this kind of action is condoned by the authorities?

10-1-21-184
**Mineworkers
in court**

Mall Correspondent

MARITZBURG. — A group of 88 black mineworkers appeared in the Hlobane Magistrate's Court near Vryheid yesterday in connection with charges of public violence following last week's strike at the Vryheid Coronation Colliery.

One mineworker died from a gunshot wound while several were injured during a wages strike at the mine on Monday night.

The mineworkers were remanded in custody by magistrate Mr D. Rossouw to appear in the Regional Court at Vryheid on August 16. The prosecutor was Mr A. Botes.

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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.

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

RAM 4/7/84 (213) (214) (215)

2 000 striking mineworkers return to work

By Carolyn Dempster,
Labour Reporter

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-

wide wage increases, announced by the Chamber of Mines on Sunday.

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 (213) ~~(213)~~ ~~(213)~~ ~~(213)~~

3 000 colliery workers down tools over pay

By PHILLIP VAN NIEKERK

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 increases 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"

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Go back or you're fired, miners told

By Carolyn Dempster
Labour Reporter

The 3200 black mine-workers 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 "mali, mali" (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 "kafir" and is considering taking legal action against the guard

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 Withbank, 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".

Thus, 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.

Strike
Smelter strike
deadlined

MORE than 3 000 work-
ing 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 Wolve-
krans near Witbank
went on strike on
Wednesday in protest
against the Chamber of
Mines' wage increases
due to be implemented
this month.

Meanwhile the chair-
man of the National
Union of Mineworkers,
Mr Cyril Ramaphosa,
was involved in an inci-
dent when he was called
a "kaffir" by a white se-
curity guard at Wolve-
krans. 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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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 11/10/7/84 213

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 re-

present 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.

Coal shortage sends a bitter chill

BY SELLO RABOTHATA

A shortage of coal is facing thousands of households and industry on the Witwatersrand, a major coal merchant warned yesterday.

Mr Brian Aires, the managing director of MacPhail Limited, said there are only two days' supply of domestic coal and a perilous four days' supply for industrial coal. He said if the cold weather continues, this critical shortage of coal could mean not only that South Africans are in for a chilly time, but the wheels of the country's industry could grind to a halt.

He said: "Over the past couple of weeks, with the cold weather, stockpiles in merchants' yards have been run down sharply. Right now there are only two days' supply of domestic coal here on the Reef.

"The supply of washed coal for industrial purposes is slightly better — there

is enough for four days. But the public should be warned, washed coal and anthracite is in very short supply."

Mr Aires criticised the fact that some coal merchants do not carry sufficient stockpiles. He said it was laid down by the Department of Mineral and Energy Affairs in April 1983 that as part of the coal distribution rationalisation programme, all merchants had to carry sufficient stockpiles.

Strike problems

"Had the department's decree been effectively implemented, we would not have situations like this," he said.

He said the idea behind the programme was to avoid shortages such as the present one. Some merchants do not hold adequate stockpiles themselves

at times like this, when the industry is facing short supplies and the collieries have problems such as strikes, the public and industrialists have to suffer shortages.

He said the situation has been worsened in recent weeks because there have been strikes at several collieries. This apparently has caused some collieries to run short of coal. There has also been delays at the collieries.

Sapa reports that a spokesman for the Transvaal Coal Owners Association, Mr Trevor Savage, said he was unaware of a coal shortage. "As far as I am concerned there is no shortage. We are moving full steam and the coal is rolling." A spokesman for the Johannesburg Electricity Department has also said residents need not fear power cuts as the department had sufficient supplies to meet present and future power demands.



CRISIS: Only two days' supply of coal is left

Pic: MBUZENI ZULU

LABOUR NEWS

NUM 10/7/84 182

Deadline set for asbestos strikers

By PHILLIP VAN NIEKERK
Mail Reporter

STRIKING mineworkers at the Penge asbestos mine in the North Eastern Transvaal were given until 7pm yesterday for the nightshift and 7am today for the dayshift to return to work or face dismissal.

About 1 700 mineworkers have been on strike since late last week in protest against their annual wage increases.

A spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwu) said the workers were not only protesting against pay but were demanding that the company recognise the union.

Mr Pat Hart, managing director of Gefco, the mine's owners, said they had been holding various negotiations with the works committee and had set a deadline for the workers to return after which those not reporting would be officially dismissed.

Mr Hart confirmed that workers were protesting against the annual increments, which were related though not identical to the Chamber of Mines' pay increases for workers in the goldmining and coalmining industries.

Those increases — which have been rejected by the National Union of Mineworkers (NUM) — have so far sparked at least five strikes at collieries in the Eastern Transvaal and Natal.

Mr Hart said Bamcwu had an official presence on the mine and had been recruiting members for six months.

The Bamcwu spokesman said management had prevented the union access to the mine yesterday to address the workers.

Sweeten (213)

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.

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.

LABOUR NEW

1700 ²¹³
~~173~~ ~~217~~
Lebowa
~~173~~
asbestos
workers
sacked

By PHILLIP VAN NIEKERK

ABOUT 1700 mineworkers at the Penge asbestos mine in Lebowa have been dismissed after failing to meet deadlines to return to work.

However, Mr Pat Hart, the managing director of Gefco, owners of the mine, said yesterday that they had not yet started recruiting new workers.

The workers went on strike late last week in protest against this year's pay increases which range from 12 to 13%.

This is slightly lower than the annual increase for coal and gold mineworkers, announced by the Chamber of Mines. These increases have been rejected by the National Union of Mineworkers which is in dispute with the chamber.

A spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwu) said yesterday he was not aware that all the workers had been fired.

The union has claimed the workers were also striking over a demand that the union be recognised.

● Almost 900 motor workers at the Alfa Romeo assembly plant, Brits Engineering, at Brits continued their strike yesterday in support of higher wages.

A spokesman for the National Automobile and Allied Workers' Union (Naawu) said there was no production at the plant yesterday.

The managing director of Alfa Romeo SA, Mr N Bianco, has denied there had been any stoppage.

Workers downed tools on Monday after wage talks between Naawu and Alfa Romeo became deadlocked last week.

Naawu is demanding a 50c an hour across-the-board increase and the company is offering 11c across-the-board.

Negotiations between union officials and management continued on Monday and yesterday.

213) 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.

The miners are demanding a minimum across-the-board wage increase of R10 a shift for all employees.

About 1 000 workers, some from neighbouring villages, have been assembling in the mine hostel and have defied two orders from the mine authorities to leave the mine grounds.

They were given an ultimatum to return to work by yesterday morning, or 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

Bmcawu 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

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 Bmcawu, 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.

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 Nefolohodwe, 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 Nefolohodwe 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 waterpump 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, the spokesman, who did not want to be identified, pointed out that the workers would not be intimidated and fought back to work. **Advice** Only two things can 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.

5. ROM 12/7/84 (213)

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 Makgabutlale

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

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.

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."

Miners plan court action

THE Black Allied Mining and Construction Workers' Union is to bring an urgent application in the Supreme Court to compel the Penge Asbestos Mine management to allow them to address and represent dismissed workers.

More than 1 700 black miners have continuously refused to leave the company's grounds and maintained that they wanted their representatives to talk to them, according to the general secretary of the union, Mr P Nefolovhodwe yesterday.

Mr Nefolovhodwe told **The SOWETAN** that the management has promised to review their recruiting rights shortly because they contended that "we did not have members at this stage" — their entire membership ceased with the dismissal of the strikers.

But, he added, the union was proceeding with the legal action because "we feel our members were dismissed without our knowledge and without representation."

The management has refused to discuss the question of dismissed workers with the union on grounds that they went on an "illegal strike". They were demanding a pay increase and the recognition of the BAMCWU.

The management does not have any recognition agreement with the union and "we may discuss that as soon as they have proof of their membership."

RAM 13/7/84 213/27

Strikers refuse to leave

Mall Reporter

A LARGE number of sacked workers at the Penge asbestos mine were still refusing to leave their hostels at the mine, in Lebowa in North-Eastern Transvaal, yesterday.

A spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwu) gave that information yesterday.

The company has said "less than a third" of the workforce of more than 1 600, who were sacked this week for striking to support demands for higher annual wage increases, were still at the hostels and had until the weekend to get out.

However, the union claimed yesterday that virtually the entire workforce was still at the mine, refusing to move.

The union spokesman said they had met company representatives yesterday but had not been allowed to discuss the issue of the strike.

The union, meanwhile, has threatened the company with legal action as a result of the mass dismissals.

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 J M 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

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 R1 220. 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

Recruits move into Penge

A truck packed with new recruits makes its way down to the Penge asbestos mine (centre) where 1 600 workers were fired. Mr Henne Neuwehof (right) is the mine administration manager



'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"

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 Nefolovhodwe, 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 it 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

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 Nefolovhodwe

"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 would not discuss the effect the strike and dismissals had had on production

Reports that police had been guarding the hostels, were also denied by Mr Hart

When told Lebowa 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 some 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 Fouche, removed. He was accused of not communicating with the workers, but Mr Hart said he believed the strike was only over wage increases

Mr Fouche 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 Fouche 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 (Balwlu), 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.

Balwlu 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 KS Tsotetsi, who died, and Constable MB 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

Grigqualand 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 children get out in the morning but last night

people NEED simplified

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 Nefolohodwe.

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 Nefolohodwe 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.

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 simmers at Penge mine



Penge Mine near Burgersfort in the north-eastern Transvaal

● Pictures by Juda Ngywenya

Workers dismissed without pensions

By Sol Makgabutlane

Rumours of dissatisfaction are sounding in the villages of Praktiseer, Segorom, Gacraba, Mhlabophla and Malolela — all situated in the north-eastern Transvaal inside the borders of Lebowa.

It is here that people who worked on Penge mine for many years were discharged after contracting lung ailments. Many such workers, some who say they had 25 years service on the mine, are discharged after being certified unfit because they have contracted asbestosis and pneumoconiosis — all related to inhalation of asbestos or mine dust.

Mineworkers interviewed said they were given compensation up to R1 790 for asbestosis, then dismissed without being given pension money or unemployment insurance benefits.

Once unemployed, the workers said, it

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 Lesse (74), Mr Staple Masemola (51), Mr Aaron Machoshi (34) and Mr Frans Matselaba (44), all of whom were laid off after contracting "gas", as the dreaded diseases are called by the mineworkers.

Mr Matselaba, 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 reprobation 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 retrain him.

"We did get an X-ray check-up every six months," he said.

R2,50 for a 10-hour shift, says woman

mineworker

By Sol Makgabutlane

Miss Joyce Malahji, 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 villages 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 Malahji has to feed, educate and clothe her seven children from the plus-minus R60 paycheck 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.



Mr Staple Masemola, with his two sons. He was discharged after contracting a lung disease.

Small comfort after loyal service

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 limble and sprightly step.

He was in the Lydenburg 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 1979. In 1974 he was presented with a watch and a diploma certificate for 25 years service.

Small comfort after loyal service

He said "In 1979, after a service of 29 years, I was told I was too old and would have to retire. I protested. I had no source of income and would suffer if I lost my job, but they told me not to worry as I would continue to receive my salary of R140 a month from the mine. I agreed."

He collected the money for the first month. He was given R20 in the second month and told "that's all", he said. He was subsequently given R30, R80 then told his money was finished. His problems were compounded by the amputation of his right leg following an infection.

This is only source of income at the moment is the R80 he collects 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."

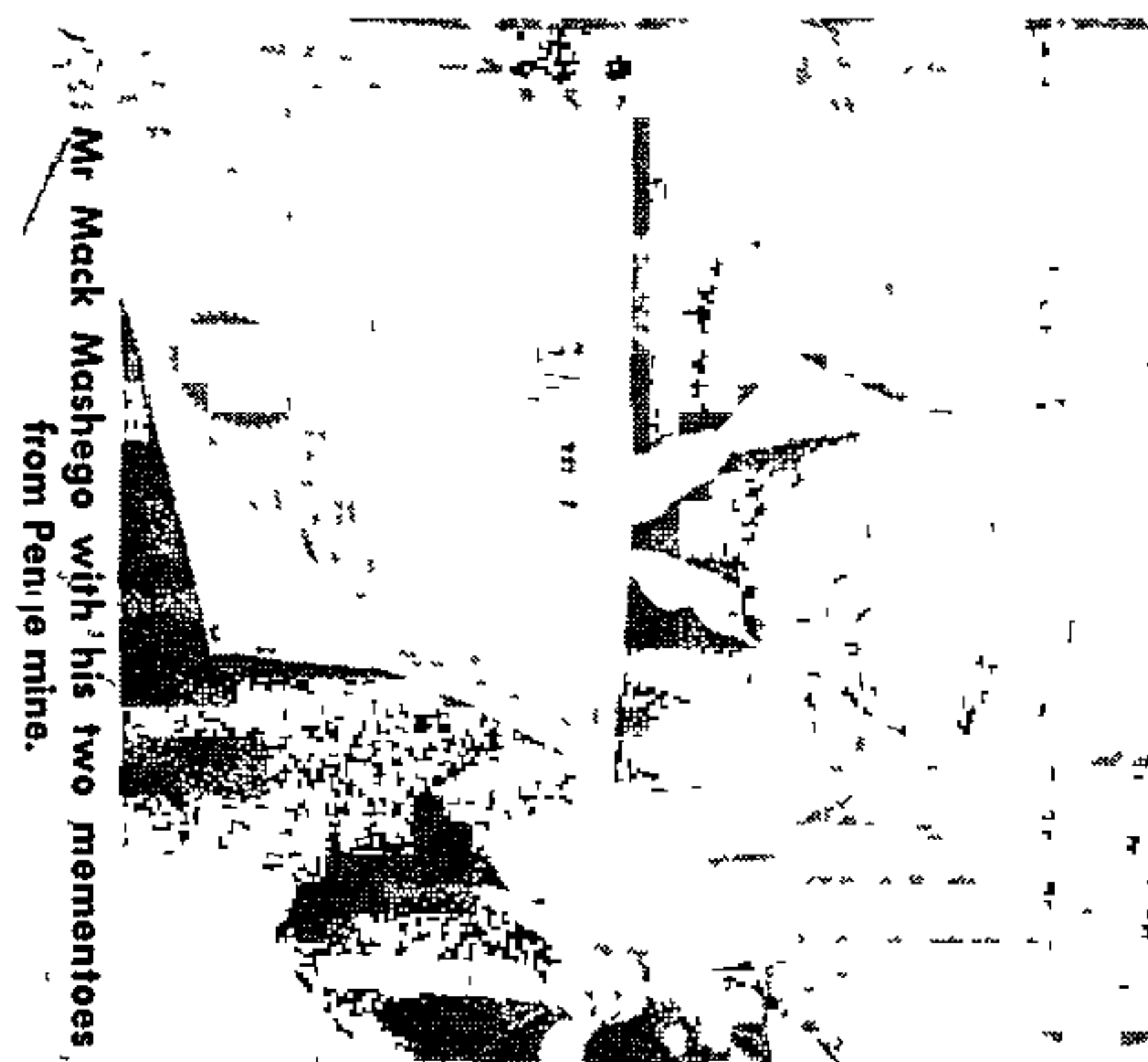
Mr Jim Makofane (90), who worked at the Penge mine from 1945 until he was laid off in 1978, said he had received R25 a month for four months and then had been told there was no more.

"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 fit off hungrily.



Mr Jim Makofane with his diploma and watch from Penge mine.



Mr Mack Mashego with his two mementoes from Penge mine.

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

We won't budge, say Penge's fired miners



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

19/7/84
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Workers inside the hostel clap hands in unison. The workers have refused to vacate their hostel after being dismissed by the company last week.

KDM 241784 (1981 213) 28

Board appointed to end mines dispute

Labour Correspondent

THE MINISTER of Manpower has appointed official conciliation boards to settle the wage dispute between the black National Union of Mineworkers and the Chamber of Mines on gold and coal mines.

The boards, which consist of representatives of the two sides under the chairmanship of a Department of Manpower official, have been appointed in response to the NUM's decision to declare a dispute with the Chamber after wage talks between the two deadlocked.

If they fail to settle the dispute within thirty days, the NUM, which claims a membership of about 75 000, will be entitled to hold a legal strike ballot on the mines.

This could lead to the first-ever legal strike by black miners.

The appointment of the boards was revealed yesterday

by the NUM's general secretary, Mr Cyril Ramaphosa, and confirmed by a Chamber spokesman. They were established late last week, but the NUM was informed of the Minister's decision yesterday.

Mr Ramaphosa said no date had been set for the boards' first meeting. He added, however, that he remained pessimistic about the prospects of a settlement, and warned that the NUM would fight "through to the end".

If the boards failed to settle the dispute, the union would go ahead with plans to hold strike ballots.

The NUM is demanding a 25% increase for its members, while the Chamber has replied with an offer of around 14%.

The Chamber recently decided to implement its offer ahead of a settlement of the dispute, a move which led to strikes at several collieries.

5 die (213)
in fight ^{slow}
at mine ^{24/7/84}

Five mineworkers were battered to death and 27 injured - two seriously - at the No 3 shaft of the Lorraine mine in Odendaalsrus this weekend, when faction fighting broke out in the hostel rooms between a group of Pondos and a group of Shangaans.

According to a spokesman for the mine the Pondos attacked the Shangaans and about 200 people were involved in the fight.

Fifteen Pondo mineworkers have been arrested for questioning. Odendaalsrus police are investigating charges of murder and the causes of the unrest.

The mine spokesman said that the fight began at about 7 40 pm on Sunday night, but that peace was restored about an hour later.

Twenty-seven injured men were rushed to the Ernest Oppenheimer Hospital in Welkom, where the condition of two of the injured men was described as serious.

Sewefen 26/7/84 213

OFS mine

will probe tribal riot

AN internal inquiry into the tribal fight which caused the death of five mineworkers and injuring of 27 others at Lorraine Gold Mine near Odendaalsrust, OFS, will be conducted by Anglo Vaal, owners of the mine.

The company's spokesman said that 20 of the 27 injured workers have been discharged from the mine's Allandridge Hospital and two were still in a serious condition.

The incident happened when two groups of Pondos and Shangaans clashed on the mine on Sunday

night. The mine security stopped the fight and the South African Police held several workers for questioning.

The spokesman said that it was not known what the cause of the fight was, but indicated that the inquiry will probably reveal what sparked-off the fight.

The toll has remained unchanged since Sunday. All was back to normal and the workers have been going to their work, the spokesman said yesterday.

The police are investigating.

Sweeta 26/7/84 213

Num declares disputes

By JOSHUA
RABOROKO

THE NATIONAL Union of Mineworkers has declared two wage disputes with the Chamber of Mines — bringing to six the number of its disputes with the organisation.

The union has declared disputes with the Chamber over wages at the Rand Mutual Hospital and the Johannesburg branch of the Employment Bureau of Africa (Teba), the Chamber's recruiting arm.

Earlier Num declared disputes with the Chamber over wages in the coal and gold mines and the Duvha and Rietspruit collieries, which are run by Rand Mines

The Minister of Manpower has appointed conciliation boards to settle the disputes in the gold and coal mines, according to spokesmen for both the Chamber and Num

Num's general secretary, Mr Cyril Ramaphosa, said that both collieries were offering pay increases of about 10 percent in their separate negotiations with the union

Rand Mutual and Teba, which are affiliates of the Chamber, are both offering about 14 percent wage increases — which is also the cause of the dispute at the gold and coal mines

The spokesman for the Chamber of Mines confirmed the disputes, but declined to comment on them.

Prior to the disputes hundreds of members of Num have been on strike in protest against wages. The union has rejected the Chamber's offer of 14 percent.

Court orders 1 300 Penge miners to be kicked out

By JOHN MOJAPelo
Pretoria Bureau

MORE than 1 300 mine workers at the Penge asbestos mine, who have been on strike for higher wages, are to be ejected from the mine hostel by order of the Pretoria Supreme Court

Mr Justice D J Curlewis yesterday refused an application by the striking miners to stay the execution of the ejection order

Leave to appeal to the Appellate Division or a full bench of the Supreme Court was refused

The Black Allied Mining and Construction Workers Union, the trade union involved in the dispute, has been ordered to pay the costs of the case

Egnep Limited, the owners of the asbestos mine in the Praktiseer district in the North-Eastern Transvaal, brought an urgent application against 1 377 mine workers, the trade union and two workers, Mr Z Malatjie and Mr Nkosana Nzwane.

The miners went on strike on July 2. They were dismissed by the mine management for participating in an illegal strike on July 10

The miners refused to vacate the Matshona Hostel on the mine premises

The judge said the mine workers had been warned through notices that they were on an illegal strike and might be dismissed

The mine management made an "overwhelming" case against the miners.

"There was no explanation nor justification for the workers to have refused to work," the judge said

The judge dismissed the argument by miners' counsel that the dismissal notice was invalid because the miners were not medically examined in terms of the law before they were told to leave the mine premises

Mr Isaac Maisels QC, who appeared for the mine management, said the case was a simple matter of workers withholding their labour without legal grounds from July 3, they were dismissed and were not entitled to remain on the mine premises

Mr Maisels said there was no lock-out on the part of management

The workers had not followed the correct procedure of submitting their case to a Conciliation Board before they acted

"It is an unfortunate situation where the union did not do what any union would do, by applying for a Conciliation Board," said Mr Maisels

The law in the country did not allow employers to force workers to work if the workers did not want to, Mr Maisels added

Mr D A Bregman SC, for the miners, said the dismissal of the miners was invalid because the mine management had not complied with the occupational diseases in the Mines and Works Act by medically examining the miners before they were dismissed

"They should have been X-rayed on the date of discharge or within 30 days

after," Mr Bregman said

Mr L J Snyman, the manpower manager of the mine, said in papers before court that the strike by the miners was illegal

The miners had demanded an increase of R10 across the board

The miners were told that the mine management could not afford the wage demand because of the prevalent economic condition in the country and the surplus of asbestos, said Mr Snyman

Mr Snyman told of several attempts by the management from July 2 to get the miners to go back to work

The miners refused to work or to vacate the mine hostel they had occupied

Mr Snyman said the management had started recruiting new labour and the hostel was needed for occupation by 400 new workers

The strike has resulted in a financial loss to the mine

"The workers are not working. They are indulging in what may popularly be called a sit-in strike and have no right whatsoever to be on the premises," Mr Snyman said

Mr Nkosana Nzwane, an employee at the mine, denied that the miners had taken part in an unlawful strike

The workers were not responsible for their dismissals

The miners still regarded themselves as employees of the mining company

Mr Nzwane said during negotiations the miners were told that if they continued with higher wages the company was going to retrench about 300 workers.

**Court rules
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

Mine may re-employ strikers

Compensation is called racist and a nightmare

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 JD 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.

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 workers' 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

Workers' 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 Workers' 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 Ngyu, at the altar with 20-year-old Gary Moore. And lan, in stubbornly refused a chair to ease the pain she suffers b church of St Nicholas on Convey Island was attended by 5 airlifted to Britain from Saigon in 1975. Two years earlier

Journalists urged to build understanding among races

Political Staff

pointing out the potential for consensus and co-operation"

The new-

WILL
213
Union will
claim from
death mine

Own Correspondent
27/7/84

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.

ADM 28/7/84 (213) (213) (213)

Mine's offer to workers

Mall Reporter

THE Penge mine — scene of a three-week-long strike by workers who refused to vacate their hostels after they were fired — will start re-employing workers on Monday, Mr Pat Hart, managing director of Gefco, said yesterday.

More than 1 300 workers went on strike early this month in protest against their annual wage increases

Mr Hart said between 700 and 800 workers had indicated they wanted to be considered for re-employment

He said the workers had voluntarily left the hostel late this week following the court order

won by the company in the Pretoria Supreme Court on Wednesday requiring the workers to leave

"The workers lined up peacefully for their medical examinations and left voluntarily," Mr Hart said.

A spokesman for the Black Allied Mining and Construction Workers' Union (Bamcwu) said the workers were still planning a mass meeting to decide whether to accept the jobs

The Bamcwu spokesman said they had heard from the company they were prepared to re-employ about 1 000, but many of the workers were demanding that all or none be re-employed



● Chanting asbestos mineworkers, sacked after striking three weeks ago, gather in the Lebowa hills on Friday night. The 12 000 workers at the Penge mine vowed to "starve rather than go back to Penge" and to refuse to take up management's conditional job offers unless all miners were taken back.

Picture. HERBERT MABUZA

Soweto 20/7/84 213

Strikers to be replaced

THE management of Penge Asbestos Mine in the Eastern Transvaal will go ahead with recruiting new workers, despite the refusal by about 1 700 dismissed workers to re-apply for the jobs.

Mr Pat Hart, managing director of the mine, said they will start employing workers today because production had been affected by the work stoppage.

The workers went on strike demanding a R10 working shift increase and the recognition of their union, the Black Allied Mining and Construction Workers' Union (Bamcwu)

They were subsequently dismissed and ordered to leave the company's premises, but they refused. Their refusal was followed by a Supreme Court order which compelled them to leave.

RDM 30/7/84 □ □ □ ~~USA~~ 213

BY week's end, the National Union of Mineworkers had declared six official wage disputes with employers and more disputes are likely.

The issue in all six is the NUM's demand for a 25% increase, and employer offers of around 1%.

Settlement of the disputes seems a long way off and speculation centres around whether NUM will strike if a deal is not struck.

Indications are that its leaders want to avoid a strike but face intense membership pressure to fight to the bitter end.

ROM 30/7/89 □ □ □ 213 (213)

A PRETORIA Supreme Court decision ordering strikers at Penge mine to leave their hostels may have weakened a key mines health and safety provision

Lawyers for the strikers argued that Penge could not evict the men because it allegedly had not observed a mines health regulation, which says mines may not fire black workers without testing them for compensatable diseases

Workers found to have a disease cannot be fired until an official certification committee considers their compensation claim

There are obvious reasons for this, particularly where the risk of disease is high. Black miners are often sent back to homelands if they are fired and often do not claim compensation

But the court found that this stipulation did not affect the workers' contract of employment, which they broke by striking

So striking miners could now stand to lose not only their jobs, but their most effective means of claiming compensation for disease

Another court case may also create problems for mine safety rules. The prosecution of the Hlobane mine manager and two miners on charges of contravening Mines and Works regulations before the disaster that claimed 68 lives

They were convicted but the total penalty was a R200 fine for each of the miners

This prompted outrage from unionists and lawyers and is certain to prompt increased criticism of official mine safety rules

Sunday 30/7/80

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~~139~~

Sacked miners head home

AFTER more than three weeks of uncertainty, the 1 700 dismissed employees at Penge Asbestos Mine in the north-eastern Transvaal have accepted their fate and have left the mine grounds.

The Pretoria Supreme Court last week granted the mine an order permitting it to eject the miners from the compound in which they had been assembling since they went on strike on July 4

Last Friday the miners held a mass meeting at a small village of Bothashoek, where they decided to spurn management of-

By JOSHUA RABOROKO

fers of re-employment. They said management had said those willing to be re-instated should report at the mine yesterday.

They feel if they do not go back, the company will be forced to employ inexperienced recruits and in this way production will suffer.

Power

Freedom songs were chanted and black power signs displayed as the more than 1 400 sacked mineworkers present at the meeting

tried to keep their unity intact.

All have collected their severance pays from the mine and most complained they had been given nine days' wages, which ranged between R30 and R60, and they had not been given their pension money or long service benefits.

After the meeting, the Black Allied Mining and Construction Workers Union (Bamcwu) — which claimed to have commanded a membership of 90 percent in

the mine — organised buses to take the dismissed workers home, most of whom are from Lebowa and Gazankulu.

Bamcwu's senior vice president, Mr Mbulelo Rakwena, urged the workers to take their UIF cards to their nearest Commissioner's office to qualify for unemployment benefits.

Bamcwu is to engage union doctors to examine the dismissed workers and determine whether or not any of them contracted diseases related to the inhalation of asbestos or mine dust.

Penge miners reject offer

THE TRADE union representing the black mineworkers fired from Penge Mine in the Eastern Transvaal says the workers were offered their jobs back — but at a lower rate of pay.

The 1 700 workers were dismissed by the mine three weeks ago after refusing to work at the new pay rates which came into effect on July 1 and which are based on the new rates being applied by members of the Chamber of Mines.

Mr Pandelani Nefolohodwe, general secretary of the Black Mining and Construction Workers' Union (Bamcwu) in Johannesburg, said yesterday the "affected workers," numbering about 1 400, had rejected the mine's offer to re-employ them.

"They were offered the rates which are offered to new recruits, which is less than what they had been getting before. They turned it down. Obviously the mine is not serious about its offer," he said.

Benefits

The remaining 300 or so workers, he said, had "never been dismissed" as they were not present at the mine at the time of the dispute and subsequent dismissal.

Mr Pat Hart, managing director of the Griqualand Exploration and Finance Company (Gefco), owners of the mine, confirmed that the dismissed miners had been offered re-employment at recruitment rates. This generally meant they would earn less than they did previously because their service benefits were lost. However they were being paid according to their work experience.

Mr Hart, whose company has refused to negotiate with Bamcwu on the strike issue, said, "Several hundred" of the dismissed workers were signed on yesterday morning. — Sapa

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.

Coal mine pay row: new round of talks launched

213

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.

int RDM 8/18/86

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.

KOM 9/18/84 (21) (213)

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 ~~dispute~~ ²¹³ dispute ²¹³ continues ^{Staw}

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

~~1/15~~ ~~1/13~~ 13
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 1200 mineworkers.

In a statement re-

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.

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Learn page 1

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

Shaw M/S/P

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 elevat-

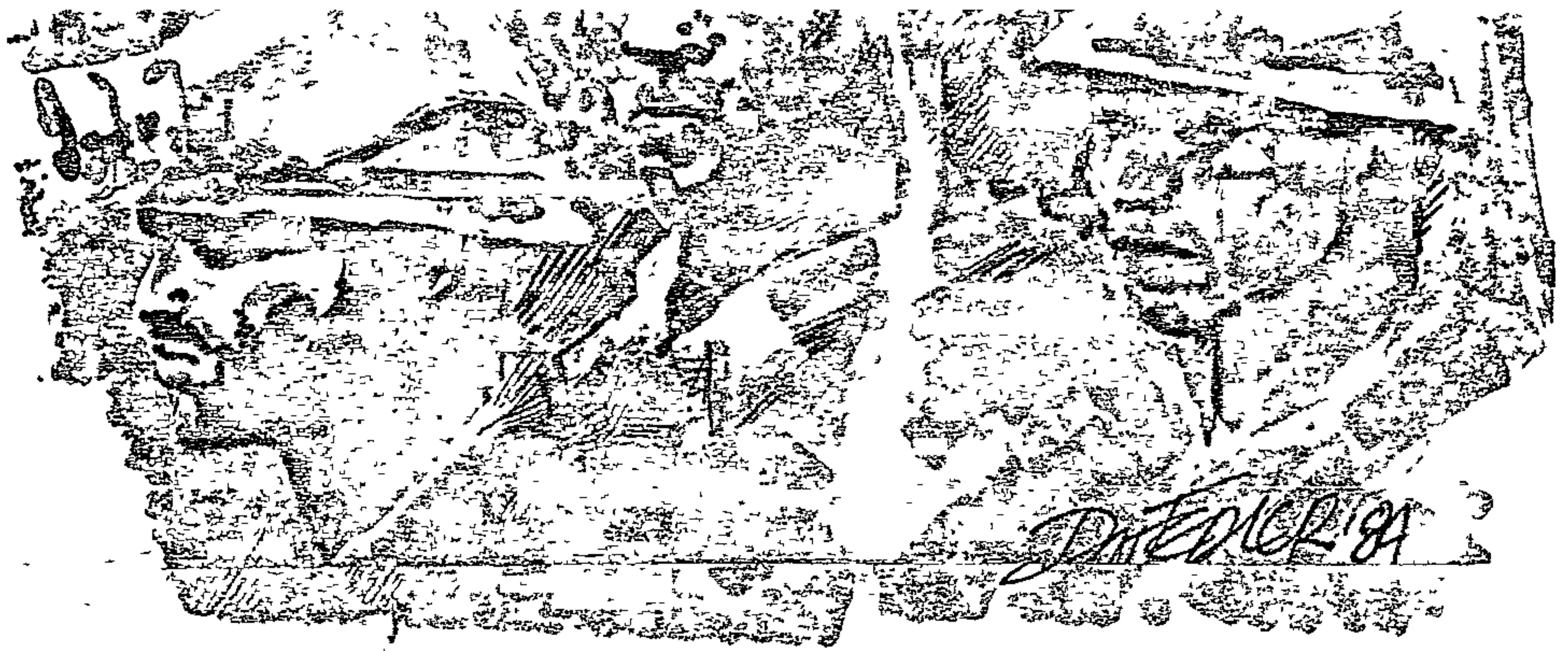
ing the expectations of miners and points to the fact that even non-unionised mineworkers demonstrated their rejection of July increases by staging spontaneous strikes last month.

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."





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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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.

N. M. ... 12/8/84 (213)

Mine bosses' bid to head off strikes

By Barney
Mthomboti

FEVERISH negotiations are taking place to settle wage disputes in the mining industry

Mine bosses are keeping their fingers crossed that the talks succeed — if they don't the country could see its first legal strike by black miners

Negotiations are to be continued at two crucial conciliation board meetings this week

Three conciliation board meetings were held this week. Two ended inconclusively. Union representatives walked out of the third when they concluded there was no hope of a settlement

The National Union of Mineworkers and Chamber of Mines failed to reach agreement at wage negotiations in June

The chamber then implemented increases ranging between 11 and 14 percent. The NUM is demanding 25 percent.

The increase sparked unrest and 6 000 mineworkers took part in il-

legal strikes last month at mines in the Eastern Transvaal and Natal

The NUM appealed to its members to return to work pending the appointment of a conciliation board, which, if it failed to settle the dispute within six weeks, would entitle the union to hold a strike ballot

The first official conciliation board meeting this week failed to settle the dispute, but the two sides agreed to meet again on Thursday

The two other conciliation board meetings were to settle wage disputes between the NUM and Rietspruit and Duvha collieries, which are not members of the Chamber of Mines

At Thursday's meeting on the Duvha dispute the NUM refused to modify its demand for a 40 percent basic increase and broke off negotiations. The way is now clear for a strike ballot

The Rietspruit dispute was discussed at Friday's meeting

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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

Sweet 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

N. Mercury 14/8/84 (213) (143)

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 Stan
Labour Reporter

will be held this week

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

This, 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

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

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



More strikes loom

MORE than 100 000 workers — black and white — in South Africa's gold mines and metal industries have threatened to go on legal strikes over wages and working conditions in the next two weeks.

This was disclosed to **The SOWETAN** by union leaders who said that the industrial action follows crucial deadlocks reached between them and managements in the industries

Meanwhile several hundred of workers have been dismissed at other industries in Cape Town, Durban and

Johannesburg after strikes over wages and trade union recognition.

Industrial action is threatening at Highveld Steel Complex near Witbank, where several hundred of the approximately 5 700 black and white workers voted in favour of the strike by late last night.

Disputes

The strike ballot was being held jointly by the Metal and Allied Workers' Union (Mawu), the South African Boilermakers' Society and other unions recruiting

in the company, according to sources

The unions declared disputes with Highveld during in-house negotiations which followed a deadlock in the Steel and Engineering Industrial Council

A Mawu spokesman said that after the voting they will go back to workers to decide on an industrial action or to try to persuade management to go back to the negotiation table

In the gold industry over 90 000 workers may go on strike following a deadlock in the crucial conciliation

board meeting between the Chamber of Mines and the National Union of Mineworkers (Num) The deadlock in the board's negotiations opens the way for the first legal strike by black mineworkers.

The union's spokesman yesterday said that they have started on their reportback meetings with members.

The spokesman said that he could not say what indications the workers have taken, but agreed that at the union's national conference the workers had resolved to go on strike if other means could not be reached to dissolve the dispute

RDM 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.

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.

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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 consultation 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

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 (Teba), 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

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.

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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 policemen 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

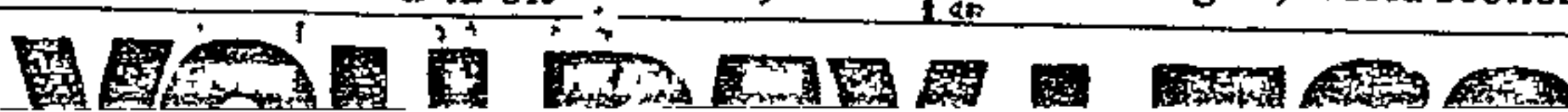
On August 22 and 28, when coloured and Indian voters go to the polls to elect members of the new tricameral Parliament, petrol selling hours will be extended without the R5 levy being charged

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.



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 mineworkers 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 mineworkers. 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

NUM ^{RAM} and ^{17/8 184} chamber ⁽²¹³⁾
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

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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 (Saalplaas 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

RDM 20/8/84 (213)

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.

RDM □□□ 20/8/84 (213)
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.

ROM 29/8/80 (42212) (210213)

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.

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State scotched negotiations

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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."

Star 3/18/82

NUM denies ~~the~~ strike rumour ~~that~~

5/9/84 Star Pretoria Correspondent

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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 213

Sept 1984

By Sol Makgabutlane

The National Union of Mineworkers, (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 among 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 7/9/84 213

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 Riet-spruit coal mines in the Eastern Transvaal. No strike action has been announced in that dispute.

ice spreads

morning a number at the tents because last the expul- sers and in uni- 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

... RKER ... ing de- in Diep- stay in jail at year — successfully yesterday's turned for their y Nestadt detained on and — were be- reasons paragraph and deten- which were the Minis- Order, Mr on Sunday, tion val- reads "No can, in my without the interest of law for leave to later this after judg- calling for was lodged Court at the a Maritzburg

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 Saaplaas 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 Riet-spruit, 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 Riet-spruit 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, at 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 the 72-year- an peering in a plastic bag from re-carried on the five British na-day photographs looked more al fire-fighter Board chief and photographs he he was vom- tic bag



British Coal Board chairman Ian MacGregor hides his face with a plastic bag to avoid the Press.

Picture: UPI

In the past few days Coal Board officials have privately expressed increasing con- over each other's mental health The spectacle has largely

GOLD CHAINS COST LESS at

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~~173~~ ~~211~~ (213) Star

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.

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**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 strike ballot 'not genuine test'

By Carolyn Dempster,
Labour Reporter

The ballot being conducted by the National Union of Mine-workers (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

213

Strike could be 'Armageddon' for miners

Staw
13/9/84
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

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 percent

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

Also, strikers — whether the strike is legal or not — would face being fired and bussed home to rural areas overpopulated with unemployed miners

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

Mr Colin Fenton, chairman

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

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.

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

Since then, the climate between the Chamber and the NUM has, if anything, worsened

Now, with only three days to go, and time for conciliation running out fast, there are numerous other variables to be considered

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 percent pay increase. This was reduced to 25 percent only recently

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

others to bring the total number of strikers to 70 000

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

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

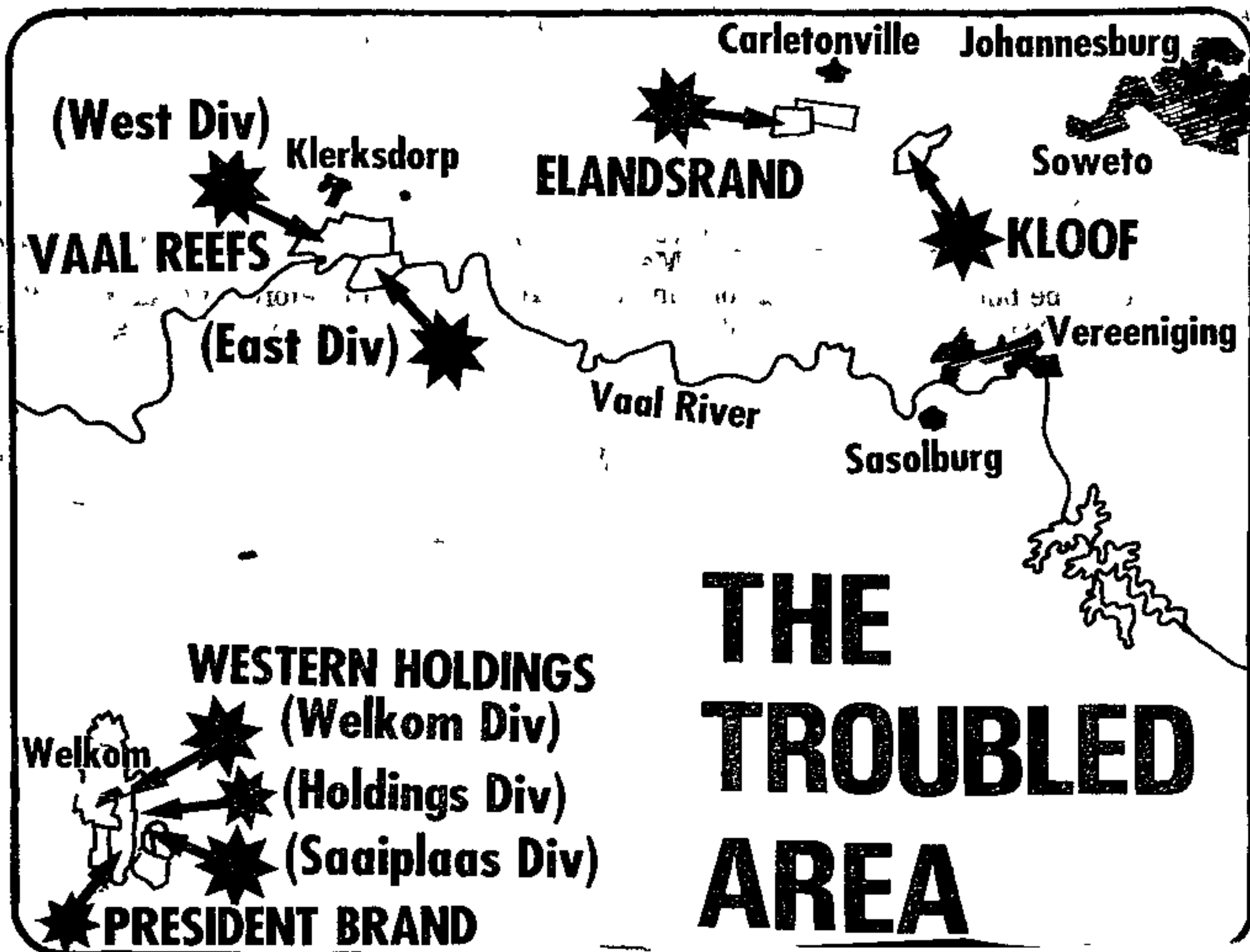
GOLD PRICE

With the gold price at a depressed level, the miners have chosen an "extremely bad time to strike", said a gold mining analyst

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

How mine managements, in particular Anglo American Corporation, which controls seven of the eight mines in the dispute, will respond is another unknown

Whether the new era of industrial relations will change attitudes remains to be seen



NUM 14/9/84 (213)

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.

Falling 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.

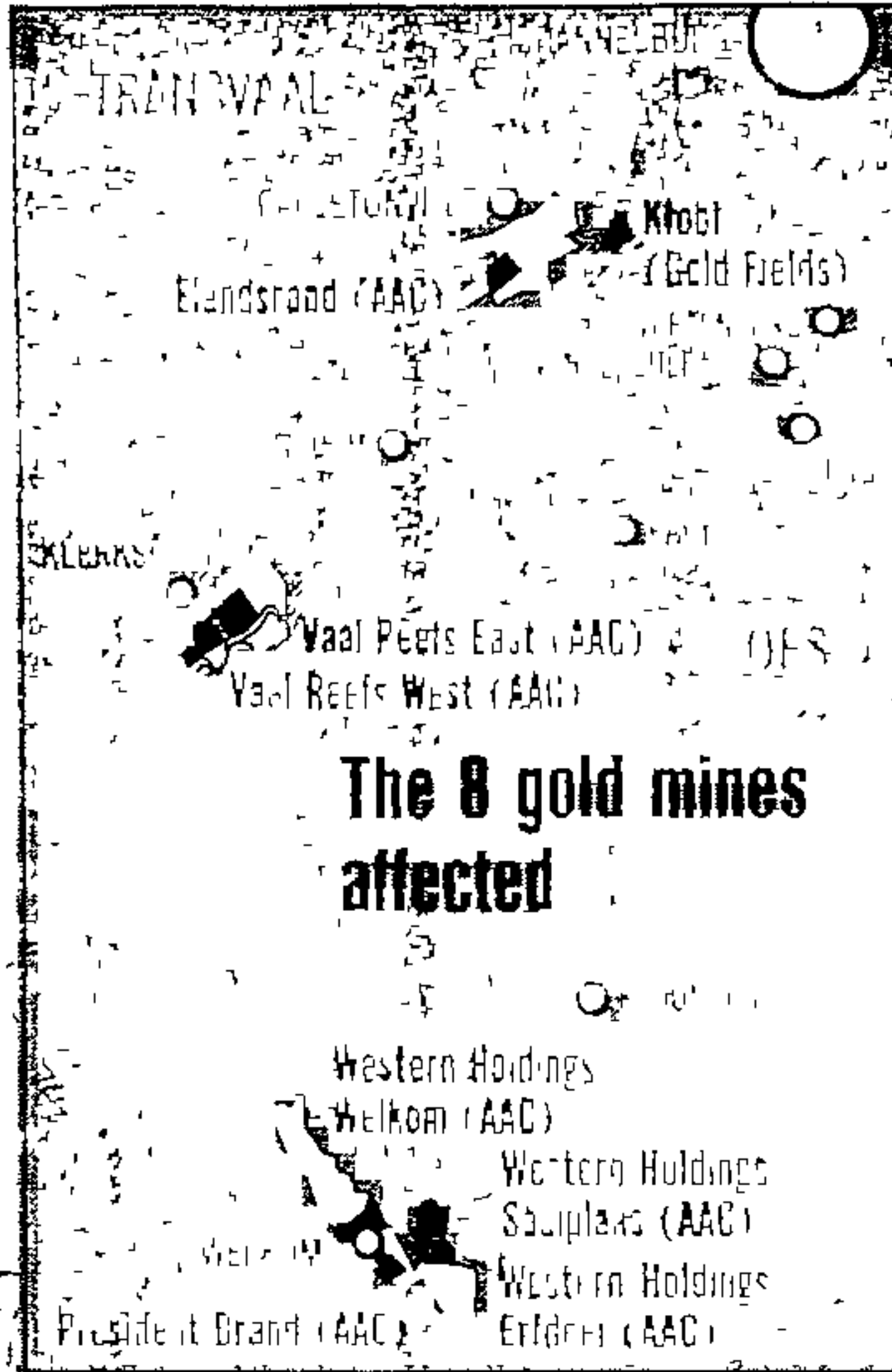
The route to the strike began in June when the NUM went into dispute with the Chamber over the annual wage increases for black miners. That dispute has since followed a tortuous path through the Labour Relations Act.

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



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.

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

43 000 miners vote to 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.

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

ur Party may e break

culated this was, in fact, a smouldering Party of grievances, election of the P congress in her this year out the elec- not dissipat- listed was certain candi- ng Mr Hen- , were foisted e 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 Jules 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 16

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

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Labour Reporter

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REVISED

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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

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Students in Cape

...closed to under- ... member said after ... that the body was ... close the university ... been hit by lecture ... months — but felt ... be impossible to ... year's work.

... programme at ... sity of the North near ... has gone into recess ... ber 24, after a pro- ... cott of lectures by ... 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 Adahs sustained a broken arm and other injuries. She is in a satisfactory condition in Dundee Hospital.

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

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 Saaiplaas 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

PDM 17/1/84 (213)

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.

RBM 17/9/84. 213

Slowly coming of age... the hard way

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

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 shaft 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

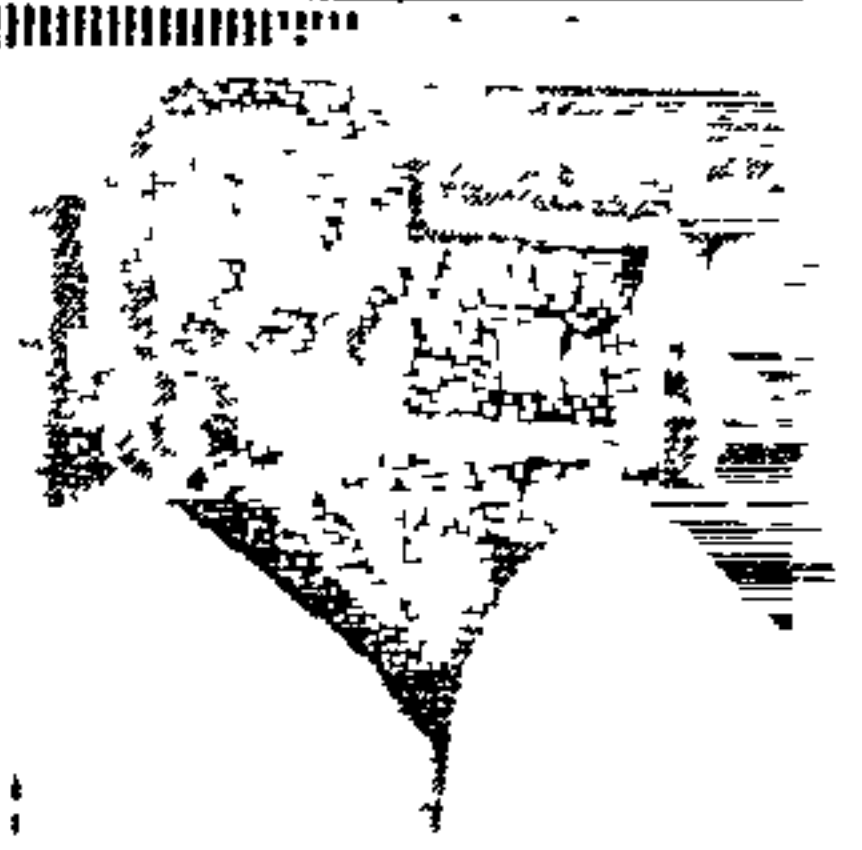
The offer involves the introduction of a leave allowance equal to half monthly pay for workers in groups one to four, and an increase of the existing allowance in groups five to eight from 50 percent to 75 percent of monthly pay

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), Thull 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."

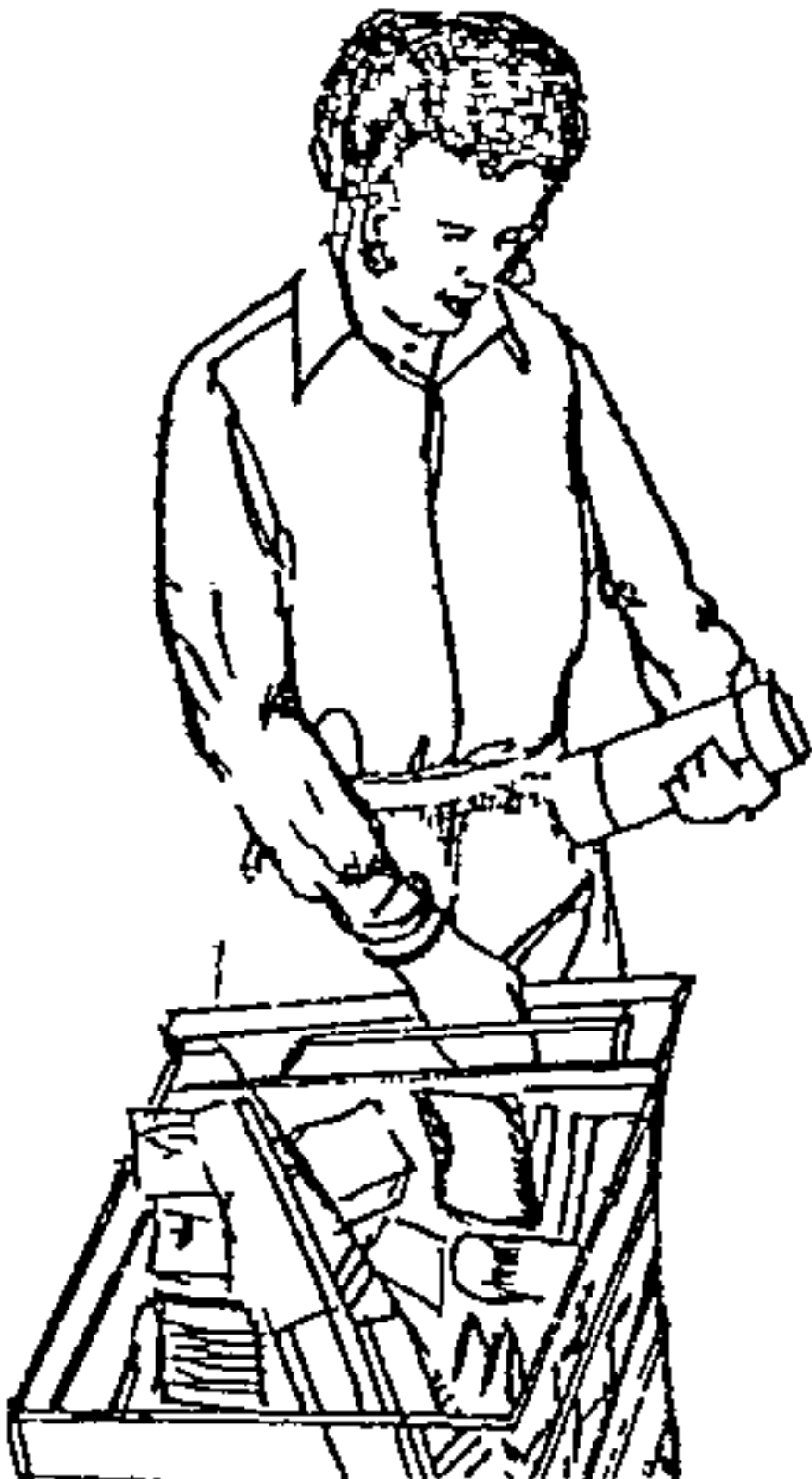
In London yesterday they met the Deputy Secretary-General of the Commonwealth Institute, Nigerian chief, Mr Emeka Anyioku. "The reception was very friendly. He has undertaken to convey our case to the entire Commonwealth," Mr Yacoob said

"The intention is that the governments will add to the pressure of

Sec Jr... to h... a n... level "W... Br... port put... on... Gov... that rest... the...

Mr dele... aske... struc... low... phon... "mak... tions" can... had... treat... "T... treat... guests... they... treat... said... Mr... Joh...

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

Sawdon

218

Strike is over

213

— now miners count the cost

Jan 18/19/84

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 Cyril 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 Chalain, 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.

Argus 18/9/84

Mines strike off: Pay offer accepted

213

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.

18/9/84 213

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.

The toll of injured could herald the beginning and the end of legal strikes

A Pyrrhic victory for the NUM

Stew 2/13

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 a 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 hammer come to the negotiating table with its revised offer at an earlier date.

At the outset it appeared obvious that the union was well-repared for industrial action and the membership on the even Anglo American gold mines had been fully briefed.

Mr Daniel S. a team leader at a Western Holdings 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 Reef's 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.

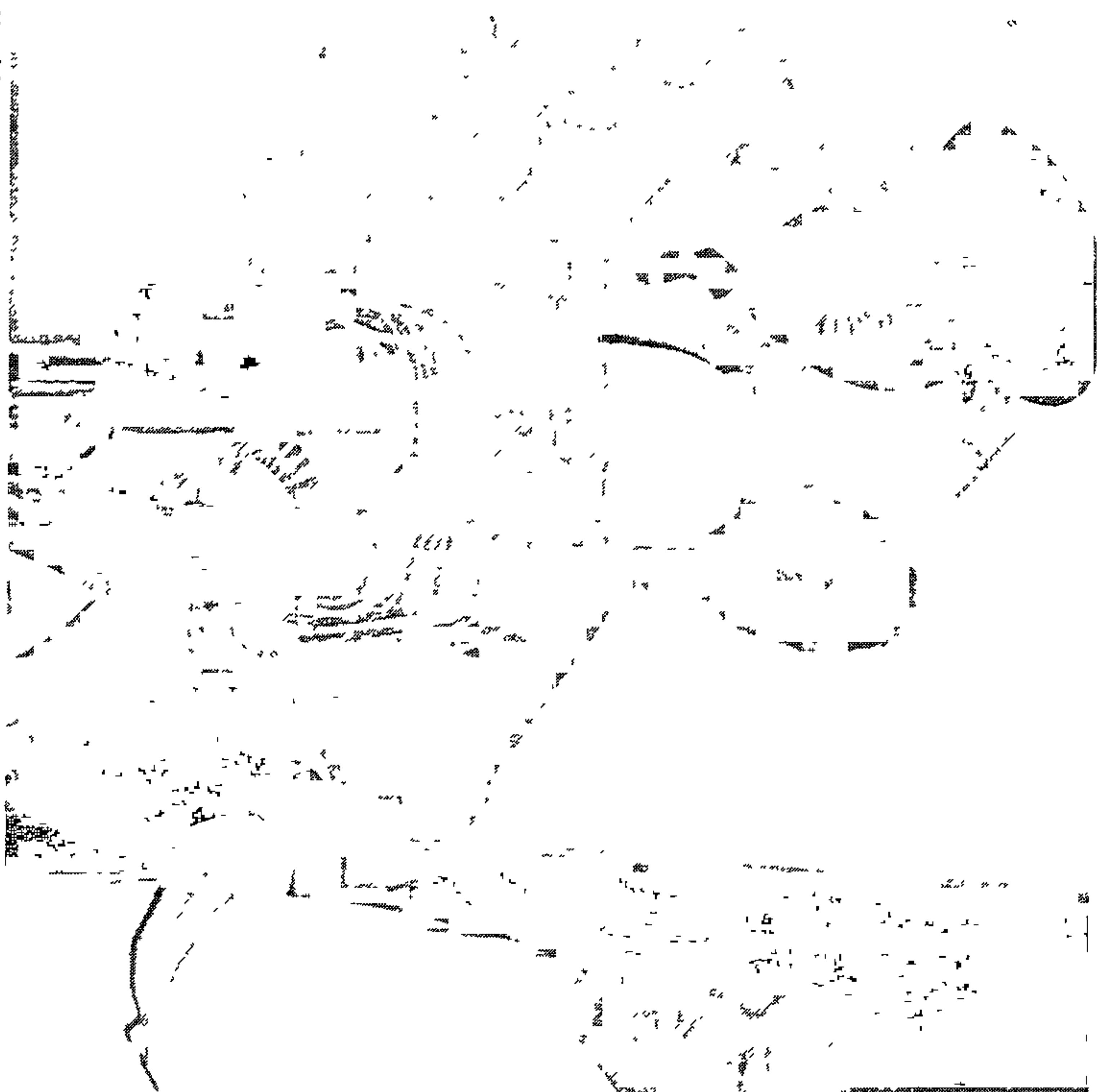
But by Monday morning the order and discipline which the union had hoped to maintain were fast disappearing.

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 Reef's 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



Head bandaged, a blanket-swathed miner from Western Holdings mine near Welkom is helped into 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

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-setting 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

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 2100 injured.



Dazed, two Western Holdings miners leave an ambulance at the Ernest Oppenheimer Memorial Hospital.

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

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

The Black Allied Mining and Construction Workers' Union alleges that casualties were far higher

Bamcwu's publicity secretary, Mr Motsomi Mokhe, 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

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

● 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 EP Gush, described NUM's acceptance of the re-negotiated offer as "a milestone in South African industrial relations history and a victory for responsible collective bargaining

"It proves that sound and re-

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

Miners die in strike unrest

Mary 19/9/84



JOHANNESBURG—Police confirmed last night that a number of black miners had been killed in unrest yesterday at the Western Areas Gold Mines, near Weston-

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-Afri-

can near V. Kop 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 Hartbeestfontein — 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 Hartbeestfontein 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.

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.

miners strike, new violence flares, police use buckshot

Argus 19/9/84 (213)

TEN THOUSANDS SACKED

Argus Correspondent

PRETORIA. — Ten thousand gold mineworker have been dismissed and more sackings are expected today following a refusal by workers to go underground.

At the Old Lisburg 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

20/9/21 (213) 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

Strike: Cusa hits out at chamber

Labour Reporter ⁷¹³

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



...esburg home with her dog, Ralph Rika will be held at the city's Hector Norris Park.

Picture ROBBIE SCHNEIDER

FV 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-

□ To Page 2

Top-level sit-in 6

Professor Jerry Coovadia, one of three representatives who returned to London at the week-end said the team had met the High Commissioner, Dr Ahmed Saeed.

Saeed had promised to convene a meeting and get the Indian Government involved in our campaign, Mr Coovadia said.

At a separate development in Johannesburg yesterday, the African Council of Churches (ACC) called on the British Government to use its influence to secure the cancellation of the re-arrest 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 "provide continued evidence of its willingness to support those who are oppressed".

The United Nations High Commissioner for Human Rights 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



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213

Rubber bullets used on miners

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 Azaman 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

ROM
20/9/84

Argus 10/9/74

Striking miners go back

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 Hartebeesfontein 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 tearsmoke.

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.

All quiet ^(7/11)
 on Reef as ⁽²¹³⁾
 miners go ^(11/12)
 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.

Why wait for blood to spill?

213

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.

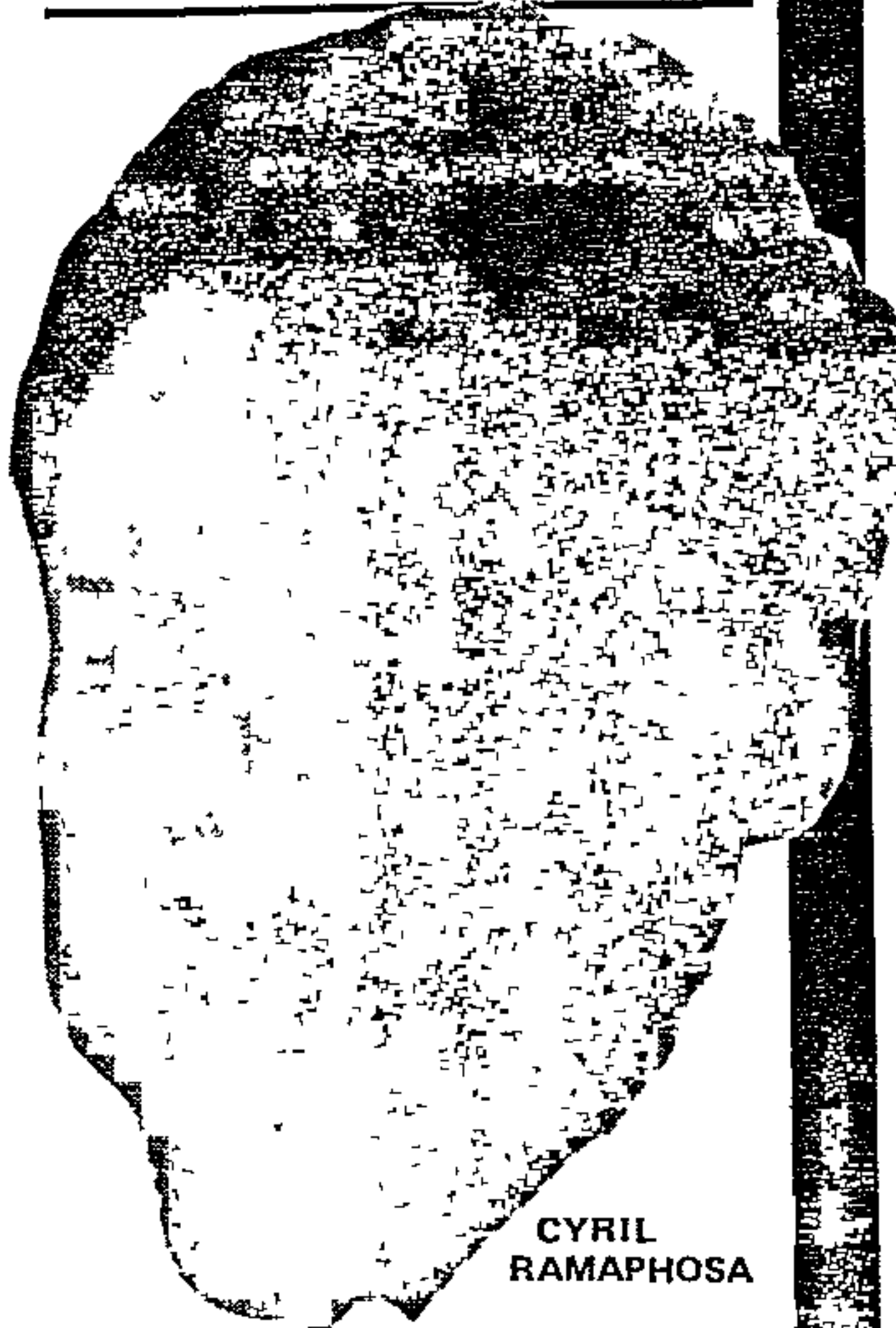
The final casualty figures are not known. Nor is it known how many of the casualties resulted from police action, mine security personnel action and violence among groups of mineworkers.

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.

PEAN 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

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Rent protes rally calls for PE stayaway

By MONO BADELA

RENT protestors in Port Elizabeth for a work stayaway from M...

23/9/84
Was legal
S-Times
strike
213 214 215
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 JCP'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

Ram

24/9/84

213

What the mine strike really means

By PHILLIP 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.

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.

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A third man dies after clash at mine

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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.

Fight

~~ST~~ ~~ST~~ ~~ST~~ (213)
By Carolyn Dempster,
Labour Reporter

The National Union of Mineworkers (NUM) intends suing the South African Police for action against black mineworkers 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 ^{Stan} SA Police over ^{25/9/84} miners' injuries

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 1000 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 stuck to its demand for a 40 percent increase.

South 25/9/84 (25) (213)

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 259184 (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.

~~211~~ 213 ~~211~~ Stan 26/9/84

By Carolyn Dempster,
Labour Reporter

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 percent of NUM members at

Colliery workers vote for a strike

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

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 percent of NUM members at the colliery are likely to go out on strike in support of wage demands

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Increase

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SWAZILAND: A trip to spend a week from Bosmont and Coronationville

R2-million

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 authority to cents per sq for the use R13,96 per sq for the lay structure in dental area

The council announced that immediately views to

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

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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.

Retspruit 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 Nngi

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



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

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The company Katherine, nicknamed cholas C.P.R. Mrs Harry

Mr Lase Gliding C Light Plane can gliding representative 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 A P Booyen 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 A H Barlow, said Theresa Wallace of Park Mews, Catherine Street Hillbrow, had an unhappy childhood and he post-

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 Rietspruit 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

ROM 3/10/84

Asbestos campaign launched

Mall Reporter

THE Black Allied Mining and Construction Workers' Union (Bamcwu) has launched a national anti-asbestos campaign following investigations held in the wake of the strike at the Penge mine in the North Eastern Transvaal

A spokesman for Bamcwu said yesterday they would be holding a Press conference later in the week to spell out the details of their findings

"As a result of these findings the union felt that a national campaign to help all people affected by this deadly dust should be launched"

The strike — in which several hundred members of Bamcwu were dismissed — sparked much interest when the fact that hundreds of workers had been compensated for asbestosis over the past decade came to light

Sowetan 3/10/84 (213) (215)

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.

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 after 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."

Israeli des



900 miners re-engaged

213 Stan 4/10/54
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 1 100 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

Sweeten 4/10/84 210213

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 1-100 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 1-200 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.

RDM 4/10/84 (213)

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."

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

207/ 6/10/87 (213)

Mining dispute over pension demand

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.

NUM considers new offer for workers

Mail 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 *Sfar*

9/10/84

²¹³ 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

Sewer 11/10/84 (213)

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

~~Star~~ 213 ~~Star~~ Star

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

Sowetan 12/10/84 (213)

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.

NUM 12/10/84 (216) (213) (214)

Miners back after striking

Mall Reporter

WORK has returned to normal at Gencor's Marnevale 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

Star
16/10/84

White miners slam pension integration

213

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.

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 6.37am, 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.

Refinery strike over

16/10/84 Star 213
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.

Sweeten 18/10/84 213

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.

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.

220 miners strike at Rand Refinery

Star 213
22/10/84
More than 220 employees at Rand Refinery near Germiston went on strike today for the second time in less than a week

A spokesman for the Chamber of Mines confirmed that the stoppage began this morning

The workers are all members of the National

Union of Mineworkers. It is currently involved in a dispute with the chamber over wages and working conditions at the refinery.

Wage negotiations ended in deadlock earlier this year, and a conciliation board was appointed by the Minister of Manpower in an attempt to resolve the dispute

SA on path for record industrial action year

THE National Manpower Commission's annual report released last week reads like a litany of last year's facts and trends ... more than 10 months into 1984.

The report shows that during 1983 there was a drop in the number of work stoppages and strikes.

Already in 1984 this trend has been reversed and the country is well into a record year for industrial action.

The report shows an increase in the use of statutory machinery by emerging trade unions.

While this trend has continued into 1984, emerging unions are increasingly questioning the value of using this machinery and the trend could soon well move the other way.

The report notes that unemployment reached record levels during 1983, but that a turning point in the economic cycle had been reached, bringing with it a further improvement in the unemployment situation.

That turning point did not last long. With hundreds of thousands of school-leavers flooding onto the job market, there is little doubt that the unemployment situation is worse now than it was a year ago.

□ □ □

ONE thing to emerge from the report is that the NMC's long-awaited investigation into the conditions of domestic and agricultural workers is complete.

However, the report has been handed over to the Minister of Manpower and is unlikely to be made public before next year.

Farm and domestic workers are outside the ambit of the Labour Relations Act and are not protected by most of the legislation that governs workers in other sectors.

That this situation is unsatisfactory was recognised by Mr Fanie Botha, the then Minister of Manpower, when he launched the investigation almost three years ago.

From replies by Dr Hennie Reynders, chairman of the NMC, at a Press conference last week, it seems that the NMC is likely to recommend a mixed bag

Because of the "peculiar" conditions relating to

the employment of farm and domestic workers, they are unlikely to be neatly slotted into labour legislation alongside other workers.

□ □ □

LABOURWISE, 1984 has belonged to mineworkers.

So one NMC statistic that makes interesting reading is the figure for strikes and work-stoppages. According to the report, the total number of workers in all sectors who went on strike during the whole of last year was 60 000

In the National Union of Mineworkers' legal strike at six Anglo American mines last month at least 40 000 workers went out.

Add to that the miners who struck at Hartebeestfontein, Western Areas, West Rand Consolidated, Unisell and Durban Deep and you have a figure of more than 60 000 in one related industrial action alone

And, in a reminder of the first dispute between the NUM and the Chamber last year, Rand Refinery workers stopped work last week.

They could return to a legal strike at anytime, while workers at the Johannesburg depot of Teba and at Rand Mines' Rietspruit and Duvha collieries are also entitled to take legal strike action.

After the failure of mediation, the NUM's dispute with the chamber over the wages of workers at the Rand Mutual Hospital has now been referred to arbitration.

So while the mining industry may have established something of a record for the number of workers out, the industry is not doing so badly for the number of disputes declared either.

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 Ruetspruit and Duvha, two Rand Mines-run collieries in the Eastern Transvaal.

APM 24/10/44 (213)

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.

2004 24/10/04 213
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

(213)

Foskor miners strike

Staw 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

Rand Refinery men back at work today

~~23/10/84~~ 23/10/84 ~~150~~ ~~173~~ Star 213
Labour Reporter

The 220 striking workers at the Rand Refinery, Germiston, returned to work today after another one-day stoppage yesterday

This is the second week in a row that 90 percent of the refinery workers, all members of the National Union of Mineworkers (NUM), have downed tools for a day

The stoppages arise out of the wage dispute between the Chamber of Mines and the NUM which became deadlocked last month, causing the Minister of Manpower to appoint a conciliation board to enquire into the matter

ULTIMATUM

NUM members at the refinery, which processes most of South Africa's gold, rejected a revised offer of a 12 percent rise by the chamber and stuck to their demand for an 18 percent increase. However, the NUM said it was still prepared to negotiate a settlement

The strikers were yesterday issued with an ultimatum to return to work by this morning or face dismissal. The warnings were circulated in the form of pamphlets

Mr Mokhesong Moloka, assistant general secretary of the NUM, said the workers were on a legal strike as the union had complied fully with all of the requirements of the Labour Relations Act

RDM 29/10/84

213

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.

5/11/94

Bamcwu steps up asbestos campaign

212

THE BLACK Allied Mining and Construction Workers Union (Bamcwu) has reaffirmed its commitment to the closing down of asbestos mines in South Africa

This assurance was

SOWETAN REPORTER

given to The SOWETAN yesterday by the union's publicity secretary, Mr Motshumi Mokhini, who said they will intensify their anti-asbestos

campaign

He was reacting to a conference that was called by the South African Asbestos Producers Advisory Committee and the Asbestos Inter-

national Association in Johannesburg last week

The union said that the conference was a step to draw attention away from the campaign, which was gaining momentum in most parts of the country

Miner killed in pressure burst

Mail Reporter . . . rushed to hospital. None is on the critical list. **ONE** miner was killed and another is still missing after a pressure burst at the President Brandt Gold Mine in Welkom on Wednesday.

The accident happened at about 12.40 when the miners were changing shift at 48 level — 1 460m underground — at the Number 4 shaft.

Ten men were injured by falling rock and were

trapped by a rockfall. By late afternoon the man, who may not be identified, had still not been found.

Rescue teams worked throughout the night and were still working yesterday to find the missing man, who is believed to be trapped by a rockfall. By late afternoon the man, who may not be identified, had still not been found. Yesterday Mr J R Rossouw, the mine general manager, said fellow employees had seen the man in

a particular place before the pressure burst, but when rescue teams searched the area he was not there.

A mine tremor, measuring 3,8 on the Richter scale, was felt at the time of the burst but it could not be ascertained whether the tremor caused the burst or vice versa.

The dead man cannot be identified as his next-of-kin have not been contacted.

17/11/84
NUM 213

NUM accuses mine of unfair actions

By PHILLIP VAN NIEKERK

THE National Union of Mineworkers has charged management at 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 victimisation for selectively firing 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".

It says the hostels were teargassed during the strike "without reason". 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 was 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. A spokesman for the company said he would comment later.

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.

1 000 workers down tools at Witbank colliery

By Gary van Staden

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

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

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

Witbank coal miners strike

213
Sawefun 5/12/84

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

6/12/84
Witbank coal strike ends

A strike at the ~~Metspruit~~ 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"

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Catholic bishops' report presents horrifying picture of indiscrimin

The "Report on Police Conduct During Township Protests" is based entirely on affidavits made before a Commissioner for Oaths, says the Southern African Catholic Bishops' Con-

ference. Many deponents were also questioned by a lawyer, say the publishers. They add that deponents were not specially selected and the report reflects the variety of irregularities

perpetrated by the police, but not their full extent. Many people were said to have been afraid to sign statements and were excluded from the report. The report covers the period

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Many see some police as violent

By Jo-Anne Collinge

Since the township disturbances began less than four months ago the police have come to be seen by many people as disturbers of the peace and perpetrators of violent crime, says the Southern African Catholic Bishops' Conference "Report on Police Conduct During Township Unrest".

The report backs its claims of irregular police activities with summaries of sworn statements by more than 40 people.

It says an estimated 150 people died in the disturbances and suggests police use of firearms was on occasion unprovoked and indiscriminate.

The first affidavit in support of this sets the scene as Sharpeville and the time as early evening on September 3. It tells of a family and neighbours chatting in a garden as two police vehicles pass slowly by. It goes on:

"As one vehicle passed the house a shot rang out. Immediately a youth's head jerked back and hit the wall. He fell, grabbing his head. At Baragwanath Hospital his left eye was removed. He now has an artificial eye.

"When he returned to work he found he had been dismissed."

A statement from Mr Samson Mgudiwa, father of 10-year-old Nicholas who was shot while chopping wood in the yard, reads:

"I carried Nicholas into the house.

"He was limp and bleeding badly on the left side of the head. I could see his skull.

"I took the child to a hospital. I found a rubber bullet on the ground where he had been shot."

Nicholas died in hospital three days later.

● A young Sebokeng woman tells of walking to work on September 3, the first day of the Vaal unrest.

"She noticed a policeman pointing a gun at her and believed he was trying to frighten her.

"She heard a noise and felt something hit her. She jumped into the air and then fell."

A rubber bullet was said to have fractured her leg.

● A 29-year-old Sebokeng man swore he had been simply walking along when police in a Hippo fired at him.

He was hit by several objects, then pushed into a police truck and beaten with sticks before being sent to hospital where he spent two months.

The report claims that beating of residents by police has in many cases been both indiscriminate and excessive.

It says:

"The most savage example of this conduct is the incident

involving Miss M N, a Standard 3 pupil from Soweto.

"While she was walking home a Hippo truck passed her and a policeman told her to board the truck and he would buy her sweets.

"When she refused, another policeman pointed a small gun at her and ordered her on to the Hippo.

"When inside the Hippo she was told that the children in uniform were the ones who caused trouble.

"They sjambokked her and she screamed.

"One policeman then put his hand over her mouth and two other policemen continued to sjambok her for some time.

"Thereafter they told her to get out and go home.

"A medical practitioner at the Orlando Clinic examined her the following day and found the following injuries:

● Eight weals on her left

● Three weals on her left buttock.

● Fourteen weals on her left forearm.

● Five weals on her left chest.

● Twelve weals on her right forearm.

● Seven weals on her right thigh.

● Internal bleeding.

Further allegations of random beating are made by:

● A 51-year-old Sebokeng man who says he was sjambokked by two young policemen while walking home from a friend's house.

● A 19-year-old girl student who swears that, bleeding

profusely from the mouth at being beaten with a sjambok and baton, she was made by policeman to sit in a dirty puddle and wash herself, before being beaten again.

She says she was treated at Ga-Rankuwa Hospital.

● Soweto youths preparing for the installation of the Catholic Bishop of Johannesburg say they fled in fear when police arrived near their hall in Orlando carrying sjamboks.

They say some of them were sjambokked, rubber bullets were fired at others as they fled and one was left unconscious on the lawn.

After some beating, he saw he ran on and was hit in the by a rubber bullet. He was mitted to hospital for surger "That night at the hostel saw police doing terrible things to the workers," he says.

"The people were jumped through windows to try to cape the police.

"The people were beaten by the police and then taken to the police do

Rubber bullets, sjambok

The injury figures in September's brief legal strike by members of the National Union of Mineworkers mounted to about 250 in a single night in Welkom when riot police moved into the compounds.

The Press was denied access to the hostels and the Conference report provides one of the few workers' accounts of police action.

The report describes it as a vicious assault.

Workers at President Brand mine gave the following testimony:

After some beating, he saw he ran on and was hit in the by a rubber bullet. He was mitted to hospital for surger "That night at the hostel saw police doing terrible things to the workers," he says.

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Mr S T said he was woken in his hostel bed at about 9 pm. "I

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ving picture of indiscriminate killings

perpetrated by the police, but not their full extent. Many people were said to have been afraid to sign statements and were excluded from the report. The report covers the period

August to November of this year. The investigation was launched towards the end of September and finished in under two months by a research team

STAR

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as violent criminals

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- Three weals on her left buttock
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- Soweto youths preparing for the installation of the Catholic Bishop of Johannesburg say they fled in fear when police arrived near their hall in Orlando carrying sjamboks. They say some of them were sjambokked, rubber bullets were fired at others as they fled and one was left unconscious on the lawn.

Their injuries are reported to have been detailed by a district surgeon. Claims are made of police looting a Visionhire outlet in Sebokeng and a bottle store in Zone 14 of the same township. It was claimed by one deponent that police were seen drinking while shooting at crowds of people. Apart from causing injury and loss of life, indiscriminate shooting of teargas and rubber bullets also caused damage to property, the report says. It claims that police acted in such a way as to humiliate people and that there are many

reports of the use of racially insulting and obscene language. It summarises the story of Mr A T, a 33-year-old married man. He states that police pulled his moustache while keeping him in a Hippo. Mr A T swore that he could not swim but was ordered into a dam at the edge of the township and told to submerge five times while police shot rubber bullets into the water near him. The report states that a common observation of those who made statements was that the police had behaved as if they were at war.

Rubber bullets, sjamboks in mine hostel

The injury figures in September's brief legal strike by members of the National Union of Mineworkers mounted to about 250 in a single night in Welkom when riot police moved into the compounds.

The Press was denied access to the hostels and the Conference report provides one of the few workers' accounts of police action.

The report describes it as a vicious assault.

Workers at President Brand mine gave the following testimony:

- Mr S T said he was woken in his hostel bed at about 9 pm "I was being beaten by a white

policeman in camouflage uniform who was using a sjambok. "I tried to run away but as I came out of the room I was hit on the back of the neck with a pickhandle."

After some beating, he says, he ran on and was hit in the leg by a rubber bullet. He was admitted to hospital for surgery.

"That night at the hostel I saw police doing terrible things to the workers," he says.

"The people were jumping through windows to try to escape the police."

"The people were badly beaten by the police and then just given to the police dogs."

- Mr S M was said to have

been beaten, shot in the right eye with a rubber bullet and beaten a second time with a pickhandle.

His damaged eye was removed in Bloemfontein.

- Mr M T lost an eye, allegedly as a result of a sjambok beating, and was hit in the stomach by a rubber bullet.

He says he was beaten by policemen using pickhandles.

"I did not know why they were hitting me," he says, "but they kept saying we should get to work."

"I am not doing night shift I am working day shift."

"I had not gone to work on that day because all the miners

were on a legal strike."

- Mr W N alleges he was assaulted with pickhandles and sjamboks.

"I realised that there were police and soldiers all over and the only alternative was to jump from the first floor to the ground floor," he says.

He adds that he jumped and fell badly, breaking a leg and dislocating a knee.

"At this stage," he says, "I am not able to say for sure how many soldiers or police hit me with pickhandles whilst I lay down."

"They were saying, 'Kaffir bok, jy dink jy's slim (you think you're clever)'"

Missiles that can kill . . . by a doctor

The false belief that rubber bullets are incapable of causing serious harm may have led to reckless use of them, Dr Clifford Goldsmith reports to the Conference inquiry.

"Fired at close quarters a rubber bullet can kill, particularly if it strikes the head," he says.

He counters claims that teargas is a safe and humane way of dispersing a crowd.

The chemical can kill, he warns, if a person cannot escape from a room filled with the gas.

"Infants and the aged may not be able to escape and this explains why more infants

have died from teargas," says Dr Goldsmith.

He cites the cases of two young children admitted comatose to hospital last month.

"It took three days for the children to become lucid," he says.

"Both had been exposed to teargas less than 24 hours before being admitted to hospital."

Dr Goldsmith says some forms of teargas are more dangerous than others and adds that the exact contents of South African teargas are not known.

Animal experiments have shown that very high concen-

trations of the gas do severe organ damage, especially to the lungs, kidneys and liver, he adds.

Where death occurred in these experiments it was most often due to lung damage and suffocation.

On the harmful potential of rubber bullets Dr Goldsmith says "It is incorrect to believe that the rubber bullet is incapable of opening the flesh."

"I treated one case where the chest muscles of a woman patient had been ripped open down to the bone."

He points out that a rubber bullet is 90 mm long, 35 mm in diameter and weighs about

100 g.

Dr Yusuf Veriava says "The impact of a rubber bullet causes serious visceral damage, especially when it strikes the head, chest or abdomen."

He explains that a rubber bullet to the head can cause intra-cranial bleeding.

"I know of one child whose skull was fractured by a rubber bullet and who died of meningitis as a result," he says.

If rubber bullets hit the chest they may fracture ribs and cause bleeding into the lungs, adds Dr Veriava.

Damage could also be caused to the heart, liver, spleen, kidneys and bowels by rubber bullets.

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.

6/12/84
RDM

Successful Black Sash

...proved lawful

Stakes differ over number of strikers

By Correspondent
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"Figures for the afternoon shift were vague but about 50 workers had reported — nearly double Tuesday's figure of 27," Mr Cook added.

Handwritten notes in the right margin include circled initials and the date "Randy 6/12/84".

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 SO-WETAN 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

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 Shosholoza 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



GOING, GOING, GOING The SOWETANI reporter, Joshua Raboroko looks every bit the part he is playing as he goes down the mine.

Pic. LEN KUMALO

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.

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.

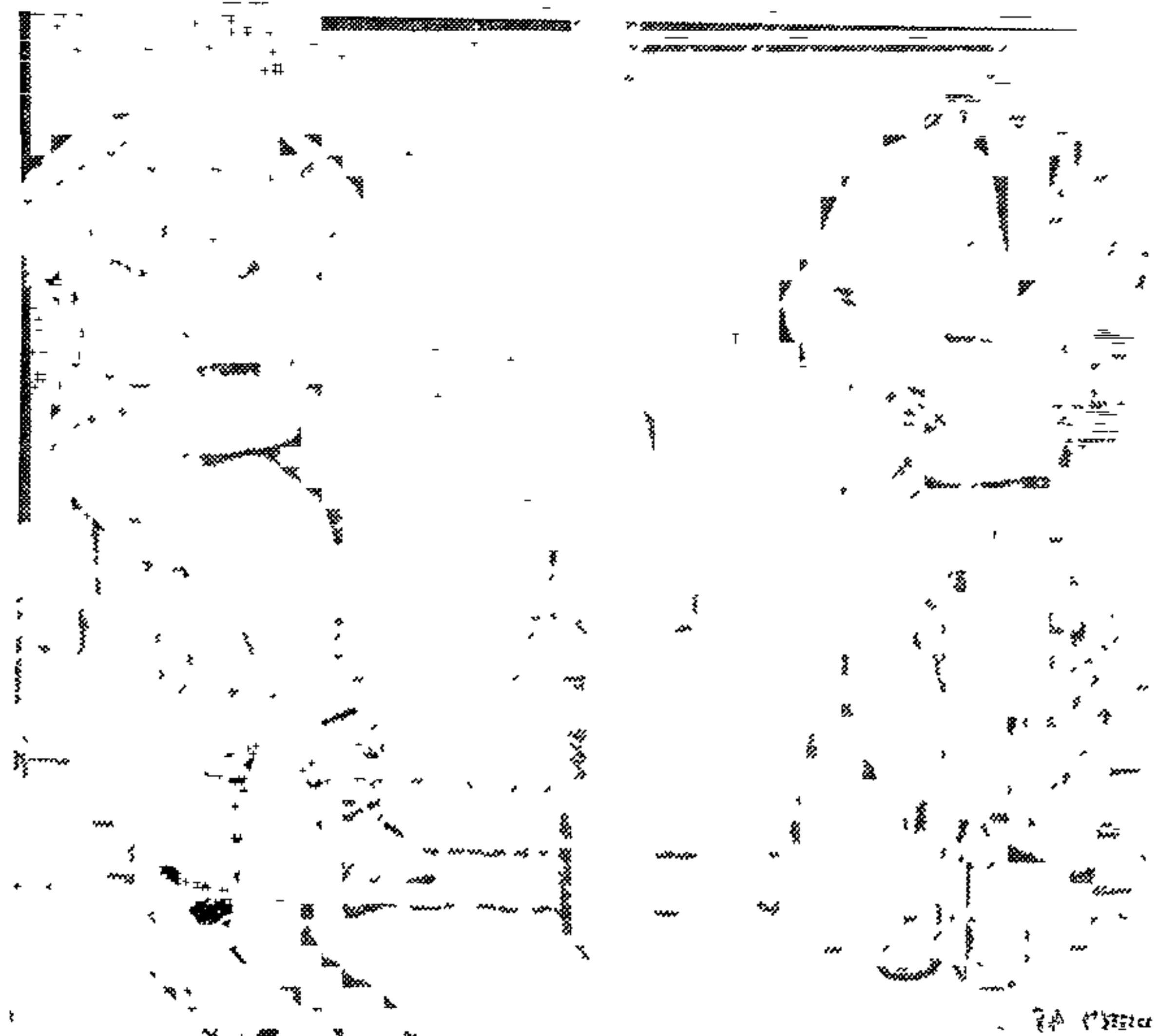
The companies have family accommodation for both race groups — 84 for blacks. The rest of the black miners stay in compounds where they get free accommodation and food.

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.



MEALTIME: Miners digging into their plates to enjoy their staple food — porridge.

Pic. LEN KUMALO

MINING - STRIKES

1985

JANUARY — October.

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1985

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213

Back into the frying pan

In the annual game of Russian roulette that wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines has become, it seems that this year the firing pin will fall on an empty chamber — or at least one where the powder is not altogether dry

But the pattern whereby a massive confrontation is avoided only when the doves of the industry eventually conclude higher wage agreements than the hawks, cannot continue forever. The events of last week (see box) have placed severe strains on managements in all camps, as well as on the union

Not surprisingly, the big talking point is Anglo American's substantially higher offer. In 1984 a last-minute agreement was

reached when the company agreed to introduce the leave allowance scheme — a marginal improvement on its original offer. At the time the NUM was recognised only at eight mines — seven of them belonging to Anglo. At the eighth — Gold Fields' Kloof — it had minimal membership.

At a press conference last week the chamber was at pains to present a unified front. Said its industrial relations adviser Johann Liebenberg, "If our members' needs are such that we need to be more flexible we will be flexible. We have demonstrated it."

And chamber president Clive Knobbs, who was also present at the high-powered conference, was quick to point out that it is

Anglo American's last-minute wage offer last week may mean that a major labour confrontation on the mines will be averted this year. But the cost of this move is bitter conflict with some of its competitors.

not unusual for the different groups to give differential increases

Indeed, this has sometimes happened over the years. But the big difference this time round is the extent of the differential and the presence of the NUM. And the tensions are beginning to show

Throughout the dispute Anglo spokesmen have repeatedly stressed that a separate deal was not on. There were reports that Anglo pressured the other companies to agree to a higher settlement. Having done so up to conciliation board level, it was determined that the settlement should be a common one.

But as the NUM's strike threat loomed closer it was clear that while there was equality in wage offers, Anglo's potential losses were unequalled. A glance at NUM membership statistics throughout the industry (see table) shows that well over 80% of union members work at Anglo gold mines and collieries. And in the strike ballot last month nearly three-quarters of the 65 000-odd "yes" votes came from Anglo employees.

The company had much to gain from making an improved offer.

But miners working for Anglo's (and JCI's) competitors who would not gain much (if anything) from the new deal are likely to view the development with displeasure, if not anger. This is not good news for those companies.

Gencor mining manpower director Naas Steenkamp insists that even if Gencor's work

force was as highly unionised as Anglo's, the company would be bound to stick to its guns for philosophical and economic reasons.

"Gencor believes in a steeper wage curve — people doing skilled work should be paid relatively better than those at the bottom. This is an incentive for employees to better



THE LINE-UP

Company	Gold		Coal	
	Work force	NUM membership	Work force	NUM membership
Anglo American	163 000	66 000	20 000	3 600
Anglovaal	26 800	2 200	—	—
Gencor	97 000	467	18 400	1 300
Gold Fields	69 500	8 300	—	—
Rand Mines	68 200	2 400	7 000	1 800

Source: Chamber of Mines

Anglo manpower director Kallie van der Colf says Anglo entered the negotiations with two objectives: firstly to negotiate on an industry basis, and secondly to reach a settlement with the NUM. But, he says, it was not prepared to achieve either aim "regardless of cost."

THAT WAS THE WEEK THAT WAS

The NUM's compromise demand tabled last week kept the wage proposal at 22%. But all demands relating to other aspects of working conditions were dropped except for one whereby workers should be given two hours off on May Day. The union also softened its demands over participation in job reservation talks between the chamber and representatives of white labour.

In response, the individual mining houses broke with the common stance they had publicly adopted until then. The new offers, which will be implemented on September 1 if the union accepts them, are as follows:

□ All companies except Gencor will increase holiday leave allowances by 10%.

In most cases they are presently 50% and will thus go up to 60%.

□ Anglo American will increase wages by R4 to R15. When added to the July 1 package, this represents increases of 17% to 22% on the 1984-1985 chamber minimum rates. JCI has said it will do the same, even though the NUM is not recognised at any of its mines.

□ Rand Mines will pay an additional R4 across-the-board at its collieries, but not on gold mines; and

□ Anglovaal, Gold Fields and Gencor do not intend increasing wages at all.

If any or all of these offers are accepted by the union, each company is to decide for itself whether these improvements will be extended to mines and job categories

where the union is not recognised. Anglo has indicated that all black employees in the relevant job grades will benefit.

The chamber has guaranteed that in job reservation and security of employment talks with representatives of white labour, it will not introduce into an agreement "any racial provisions affecting the interests of NUM members." None of the companies are willing to make any concessions on the NUM's May Day demand.

The union has agreed to postpone any strike action to September 1 while it reports these developments back to its members.

The union was due to respond to the offers on Wednesday.

themselves," he argues. He points out that while in the lower grades Gencor wages are in line with chamber minimum rates, in the more skilled categories the company is among the highest payers

"Market forces should be a major factor in establishing entry wage levels," Steenkamp says. He adds that as wages are artificially pushed to higher levels, the mechanisation option becomes more attractive, implying fewer employment opportunities.

Anglo industrial relations adviser Bobby Godsell is not impressed. "That is a hoary old argument. It implies we have an insidious choice between technical advancement and better employment conditions."

He argues that wage rates are not a fundamental determinant of the type of mining technology employed. "The choice of technology is determined by technological factors. Only when there are two available methods able to deliver almost equivalent results do wage rates become critical. That is certainly not the case in gold-mining now," he says.

Using the coal-mining industry as an example, he says that Anglo has always kept up with the latest technological advancements when this has been economically viable. He agrees that technological advancement may destroy jobs in the short term; but it is necessary for industrialists to take a medium- and long-term view.

He disputes the implication that Anglo wages are at an artificially high level. "Anglo is thoroughly committed to market-determined wages. But we recognise that unions are an important part of that market-

place. Collective bargaining and the willingness of people to work is what determines market-related wage levels."

Steenkamp contends that Gencor differs economically as well as philosophically from some of its competitors. "Our mines do not compare with those high-grade mines owned by Anglo and Gold Fields. A 20% cost increase would put 10% of our reserves out of reach." With labour representing more than 50% of total costs, a 22% wage increase

He also expresses concern with the pattern that has developed whereby negotiations continue after deadlock has been reached at the conciliation board. Says Steenkamp: "It is totally contrary to collective bargaining conventions for cherries to be held in reserve after the bargaining process has ended at the conciliation board."

But Godsell defends Anglo's moves. "Collective bargaining is a dynamic process," he comments.

It is not only the mining houses that are unhappy. The NUM accusation that the mining houses are deliberately attempting to divide the union is born more out of frustration than fact — the mining houses are themselves divided. But, nevertheless, the NUM faces a serious dilemma.

The Anglo offer comes very close to the union's demands, and accepting it would benefit the vast majority of NUM members. But, particularly in the light of the Anglo offer, it finds the other proposals unacceptable. However, a strike in

which Anglo employees do not participate would expose the union's weaknesses in other parts of the industry and would probably be doomed to failure.

What can the NUM do? A major lesson to be drawn from this year's negotiations is that it must concentrate its organising activities on those companies where its membership is now relatively weak. Negotiating without a substantial power-base in large sections of the industry will encourage further uneven wage settlements.

The Anglo offer is a tempting one. And if the NUM accepts, it will have to decide whether to confront the other groups with the limited resources at its disposal.

To take strike action would be to risk losing its members there. One union viewpoint is likely to be that these members should be used as a base for the consolidation of membership in those groups — to grow and live to fight another day. And, in approaching potential recruits, the union would certainly be able to use its achievements at Anglo as a convincing example of the benefits of union membership.

The Chamber of Mines, too, will have to take a long, hard look at its position. Spokesmen have demed that industry-wide collective bargaining is in jeopardy. Van der Colf says Anglo will continue to have the same two objectives, and would like to continue bargaining through the chamber. But there is just a hint of doubt in his voice as to whether this will be feasible. In effect, negotiations have eventually been concluded at group level for the last two years.

And both the union and the industry as a whole will have to reconsider whether the annual game of brinkmanship is good for the industry, the workers and the country. Is there a better way? ■



Gencor's Steenkamp



Anglo's Godsell

would take some Gencor mines perilously close to their break-even point or worse, he says.

Replies Van der Colf: "All companies have some high-grade and some low-grade mines."

Steenkamp, who is presently a vice-president of the Chamber of Mines and leader of its negotiating team, is clearly unhappy with the course this year's talks have taken. "Perpetuating a pattern of excessive wage increases merely puts off that evil day of eyeball-to-eyeball confrontation with the union," he says.



Chamber of Mines' Knobbs ... division in the ranks

1 600 miners
(213) ^{Staw}
go on strike
3/1/85
At least 1 600 miners
from the Tweefontein
Colliery in Witbank went
on strike this morning
They struck over al-
leged forced overtime
and the dismissal of six
workers, the general sec-
retary of the National
Mine Workers' Union, Mr
Cyril Ramaphosa, said

(213)
Strike ends at
Witbank mine

4/1/85

The brief strike by 600 miners at the Tweefontein Colliery in Witbank ended today when all workers returned.

They went on strike over alleged forced overtime and the dismissal of six workers, said the general secretary of the National Union of Mine Workers (NUM), Mr Cyril Ramaphosa.

The Chamber of Mines said today the management had lengthy discussions with the NUM.

Mr Ramaphosa said discussions on the dismissals and overtime, "as well as other ugly incidents", will continue.

(213) Star 5/1/85

1 600 miners return to work

WITBANK — The one-day strike by 1 600 miners at the Twefontein Colliery in Witbank ended on Thursday. The workers, who struck over alleged forced overtime and the dismissal of six workers returned to work after lengthy discussions were held between their union and the mine management.



Mail Reporter

Court frees five mineworkers

FIVE mineworkers who spent four months in custody were freed this week when a Roodepoort magistrate acquitted them of taking part in an illegal strike.

All are members of the Black Allied Mining and Construction Workers' Union (BAMCWU) em-

ployed at Rand Mines' Durban Deep gold mine on the West Rand

They were arrested on September 17 last year during nationwide strikes in the mining industry over pay.

The magistrate, Mr B P Luyt, said the charges were not framed correctly in terms of the Labour Relations Act.

The men are Mr Vivian Mabiko, Mr Paulus

Mehunu, Mr Sebolokane Makhayona, Mr Joseph Thilanko and Mr Paulus Ndluli.

It could not be established yesterday whether they had been discharged by Rand Mines

We'll take legal action - Bamcwu

THE BLACK Allied Mining and Construction Workers' Union has threatened to take legal action against a gold mine if five of their shop stewards, acquitted on charges of intimidation following a strike at the

plant, are not reinstated. Bamcwu's general secretary, Mr Pandelani Nefolovhodwe, yesterday told The SOWETAN that the management of Durban Deep Gold Mine, owned by Rand Mines, has refused to accept the workers in their

posts after a court hearing. The five, Mr Themba Mabika, Mr Paulos Mchunu, Mr Sebokane Makhayona, Mr Joseph Chlanku and Mr Paulos Nhloli, were found not guilty and discharged in the Roodepoort Regional Court

this week when they appeared on charges under the Intimidation Act. Their appearance is a sequel to the industrial action taken by hundreds of miners at the plant on September 17, last year, in Roodepoort. They were arrested after violence

broke out. Mr Nefolovhodwe claimed that the workers went back to their company for their posts and were refused admission and told to fetch their money the following day — because they were dismissed. But, the company's

general manager, Mr Gordon Mosenthal, said in a statement, two of the workers were reinstated after they had approached management. The three other workers, he added, had not yet approached the company for their posts

Mr Nefolovhodwe said that the union was convinced that from the beginning it was clear that the actions of the company were calculated to stop the activities of the union in the plant. The workers were fighting for their rights — wage increases

'Rhodesian' keeps calling them 'kaffirs'

WORKERS at Crown Mines in Johannesburg have claimed that a white supervisor, formerly a Rhodesian, calls them "stubborn kaffirs" who would have been killed if they lived in the old Rhodesia.

The workers at the goldmine — owned by the Rand Mines — told The SOWETAN that the supervisor had used other racial slurs and had cast aspersions on their black trade union.

They also accused the supervisor of contributing to the dismissal of several members of the Black Allied Mining and Construction Workers' Union (Bamcwu) on the mines' surface operations, after allegedly refusing to address him as "baas".

Company spokesman Mr Paul Forbes, however, explained that there were grievance procedure forms, which workers were expected to use.

The management had not received any such complaint "and if they were properly channeled then we should have known about them," he said.

Mr Forbes also said the matter would be looked into, and if anybody was found guilty, "drastic" action would be taken.

The workers however maintain that their bosses have ignored their grievances "They ignored our complaints, allowing his remarks," said one. "Unless these grievances are taken as very seriously by management, then we are sure that this matter could spark off industrial action on the plant," the workers said.

Mr Forbes said that the management had denied receiving any letter of complaint from the union, though, he added, "we take a strong view of anybody who uses racial slurs."

Robben Island lifer opts for 'freedom'

ONE prisoner serving a life sentence on Robben Island has accepted President Botha's freedom offer — and it is almost certain that he is Wilton Mqcai, one of the Rivonia trialists.

The Prisons Department's statement this weekend said the prisoner would be released "soon". The statement said the prisoner, whose name would be given only when he was freed, had served more than 20 years of his sentence.

The man had accepted President Botha's amnesty offer "unconditionally and without

qualification", a spokesman said.

There are only two lifers still on Robben Island. One of them is Govan Mbeki, a hard-line ANC militant who was also a member of the outlawed Communist Party before he was arrested in the Rivonia swoop.

Informed sources believe there is little chance that Mbeki would have accepted the offer without first hearing the reply from Nelson Mandela. His son, Thabo, is currently a key member of the ANC's Department of

Information and Publicity in Lusaka.

The other is Mqcai, the 62-year-old former treasurer of the SA Congress of Trade Unions (Sactu) and a leader of the 1952 Defiance Campaign in the eastern Cape. Mqcai left the country in the 50s to seek support for Sactu and returned secretly, going into hiding before he was arrested in the huge Rivonia swoop that netted the core leadership of the ANC's military wing, Umkhonto We Sizwe. He was charged with helping to organise Umkhonto and received a life sentence.

13 500 gold miners stop work

(213) Star 11/2/85
A stoppage involving 13 500 black miners began last night at Kloof gold mine near Westonaria and continued today when workers refused to go underground for the early shift.

The nature of the dispute is not yet known, but a Gold Fields spokesman said the stoppage was peaceful

Mr Cyril Ramaphosa, general secretary of the National Mineworkers Union, was not available for comment

It was said at his office that he had been called down to the Kloof mine early this morn-

ing 11/2/85
A white miner who declined to be identified telephoned *The Star* to say that white workers had been brought to the surface and withdrawn from the mine at about 10 am

He added that there was a heavy security presence

He could not say whether the security officers at the mine were from the police or were mine employees.

The Gold Fields spokesman could not comment on the security situation

in Soweto opened by Mayor Edward Kunene

13 000 miners
refuse to work

By JOSHUA RABOROKO

MORE THAN 13 000 mineworkers at Kloof Gold Mine near Westonaria yesterday stopped work and refused to go underground.

The Westonaria gold mine — one of the largest gold producers in the country — was virtually brought to a standstill when the workers refused to go underground in the presence of "heavy security"

According to a spokesman for Gold Fields of SA (GFSA), owners of the mine, production was "obviously" affected by the workers' action which had been peace-

ful

The spokesman said that it had not been ascertained what the reason for the work stoppage was, but management held discussions with the leader of the National Union of Mineworkers, Mr Cyril Ramaphosa yesterday

Resume duties

A spokesman for the Chamber of Mines yesterday said that the Kloof Gold Mine produced 32 000 kg of gold last year.

GFSA's spokesman told The SOWETAN that after discussions with Mr Ramaphosa yesterday

the workers resolved to resume duties at 9 pm last night.

However, it could not be established by late last night whether or not the workers had returned

Although it could not be established what the cause of the stoppage was, it is understood that white miners were brought to the surface and withdrawn from the mine at about 10 am on Monday morning

An industrial relations consultant and several trade unionists have said that this is probably the biggest industrial action by workers so far this year

13/000

Soweto

12/2/85

213

parts by 22 years.

213 Stan
Strikers go
back to work 12/2/85

Settlement has been reached in the strike at Gold Fields' Kloof mine, near Randfontein, where more than 13 000 workers refused to go underground for three shifts over a 24-hour period

A company official said a variety of grievances had given rise to the strike, including a "wage-related" matter and dissatisfaction with the mine's grievance procedures

After satisfactory arrangements had been made on these matters, workers agreed to resume work from the night shift yesterday.

12/21/85 (S) (S) 213

Management promise ends miners' strike

By PHILLIP VAN NIEKERK

MORE than 13 000 striking miners from the Kloof goldmine near Carletonville began returning to their jobs last night after gaining an undertaking from management at the Gold Fields-run mine to look into their grievances.

The workers went on strike on Sunday night, demanding the dismissal of a hostel manager, the payment of leave pay and citing a number of other grievances.

A spokesman for Gold Fields of South Africa said the workers had agreed to return following negotiations between management and the National Union of Mineworkers (NUM).

The spokesman said manage-

ment had undertaken to look into the long list of grievances supplied by the workers.

Mr Cyril Ramaphosa, the general secretary of the NUM, said the workers were demanding the dismissal of a hostel manager who was allegedly victimising them in a "blatant and racialistic" way.

He said most of the victimisation centred around the three-week-old boycott of the local concession stores, one of a number of such boycotts launched by union members in recent months.

Mr Ramaphosa said the workers had also objected to only receiving their leave pay when they returned from leave. "Management has agreed now that they will pay the

~~213~~ 213

2 Cape Times, Tues

17/2/85,
Miners'
strike over

JOHANNESBURG —
The strike involving most of the workers at the Kloof gold mine near Westonaria is over, after discussions yesterday between the mine management and the National Union of Mineworkers

A spokesman for the Gold Fields Group said about 13 000 miners were involved in the strike on Sunday night. The miners' grievances were resolved and they returned to work last night — Sapa

Sweeter 13/2/85 (2/3) (2/3) (2/3) (2/3) (2/3)

Union may go to court

By JOSHUA RABOROKO

THE Black Allied Mining and Construction Workers' Union (Bamcwu) is considering legal action against Rand Mines, owners of Durban Deep Goldmine on the West Rand for the reinstatement of their members sacked during a mine strike last year.

The workers claim they were dismissed after they were found not guilty and discharged in the Roodepoort Magistrate's Court when they appeared on charges under the Intimidation Act, according to Bamcwu's publicity secretary, Mr Motshumi Mkhini yesterday.

He said the workers

went back to the mine for their jobs after the court hearing but were told that they could not be employed again and their services have been terminated

They were then subjected to an inquiry which found them "guilty", but were immediately told that they could appeal against the conviction. This they did and "it appears that management is not prepared to re-employ them because of the court case — and this is aimed at victimising union members," he said

Resigned

However, the company's spokesman Mr Paul Forbes, said the workers were re-engaged after the trial, but a disciplinary inquiry found them "guilty". One of the workers then resigned and later applied for a vacancy which he could not get.

He added that the rest of the workers were told that they have the right to appeal against the disciplinary inquiry and "we are still looking into their case"

A worker who did not want his name mentioned told The SOWETAN that his "bosses" accused him of being a trade unionist, being in-

involved in an illegal strike and terminated his services. He was paid his wages, but did not get his severance pay and other benefits

Two other workers who management had claimed did not approach them after the court case, declared that they did apply for their jobs, but were not welcomed. They were also not going to be paid for the period they have been awaiting trial

Mr Forbes said that much will depend on the outcome of the "appeal hearing". He could not guarantee that they will be re-employed.

But Bamcwu's Mkhini said if they were not reinstated they will consider taking legal action against the company.

Le Grange faces claims for strike 'assaults'

RAM 13/2/85

~~25/11/85~~ (213) 1985

164 mineworkers suing Minister

**By PHILLIP VAN NIEKERK
IN SOUTH AFRICA'S
first mass civil action
by labour against the
police, 164
mineworkers are suing
the Minister of Law and
Order for damages
arising out of alleged
assaults and beatings
inflicted on them dur-
ing last year's legal**

mine strike.

Letters of demand from the 164 — all members of the National Union of Mineworkers (NUM) — were served on the Minister, Mr Louis le Grange, on Monday

The workers — who were employed at two Anglo American mines in the Free State — President Brand and Western Holdings — are claiming damages ranging from R5 000 to R30 000.

The workers claim that as a

result of the beatings, they suffered injuries which included severe head wounds, broken limbs and lost eyesight. The majority of them were hospitalised at the Ernest Oppenheimer Hospital in Welkom.

The alleged assaults took place during the country's first-ever legal strike by black mineworkers, which took place at six Anglo American mines on September 17 and 18 last year

A spokesman for the NUM said the general idea of the demands was to show they were

taking seriously every single instance of alleged police assault during the strike.

"What makes us especially concerned is that this was a legal strike. Circumstances suggest that the attacks on our members were unjustified and unprovoked."

Among instances cited by the mineworkers was the teargassing of hostel residents while they were in their beds, and then subjecting them to police outside, who allegedly beat them with dangerous objects

164 mineworkers suing Le Grange

Capt. Tim's 13/2/85
213

Own Correspondent as a result of the beatings they suffered injuries which included severe head wounds, broken limbs and lost eyesight. Most of them were hospitalized at the Ernest Oppenheimer Hospital in Welkom.

JOHANNESBURG — In South Africa's first mass civil action by labour against the police, 164 mineworkers are suing the Minister of Law and Order for damages arising out of alleged assaults and beatings inflicted on them during last year's legal mine strike.

The alleged assaults took place during the country's first-ever legal strike by black mineworkers, which took place at six Anglo American mines on September 17 and 18 last year.

A spokesman for the NUM said the general idea of the demands was to show they were taking seriously every single instance of alleged police assault during the strike.

Lost eyesight

Letters of demand from the 164 — all members of the National Union of Mineworkers (NUM) — were served on the minister, Mr Louis Le Grange, on Monday.

The workers — who were employed at two Anglo American mines in the Free State, President Brand and Western Holdings — are claiming damages ranging from R5 000 to R30 000.

In bed

The workers claim that

“What makes us especially concerned is that this was a legal strike. Circumstances suggest that the attacks on our members were unjustified and unprovoked.”

250 mineworkers down tools

By JOSHUA RABOROKA

MORE than 250 mineworkers at Rietspruit Opencast coal mine near Bethal yesterday downed tools following a row with management over a memorial service for a colleague who was fatally injured on the mine last year.

A spokesman for Rand Mines, owners of the mine, said that the stoppage took place despite "strenuous efforts" by management to come to an agreement with the shop stewards on a mutually suitable time for the holding of a service.

Mr Eric Gumbi, a

member of the National Union of Mineworkers, was killed on the mine last year. The union was arranging to have a memorial service for him on the premises before his funeral at Witbank on Saturday.

The spokesman said that NUM rejected all offers made by the management and were not prepared to discuss the matter.

The spokesman added that Rietspruit employees were notified of the intended work

stoppage at a meeting by the union last night which was supposedly called at a report-back meeting on shop stewards training.

Four employees have been suspended on full pay pending an enquiry into the incident — in terms of the established

Rietspruit disciplinary code, according to the spokesman.

This is the second strike this week by members of the NUM following the massive industrial action by over 13 000 mineworkers at Kloof gold mine near Westonaria.

99-year-lease for Wattville

THE 20 000 residents in Wattville, Benoni, were yesterday granted the 99-year leasehold rights by the Government.

The announcement that the black township would remain a black residential area was made at a Press conference in Pretoria yesterday after a meeting between the village council and senior officials of the Department of Co-operation and Development, who were led by Deputy Minister Sam de Beer.

The councillors were led by their mayor Mr Noel Mlokoti.

made at the Press

6. DM 14/2/85
213

Four suspended after stoppage

By PHILLIP VAN NIEKERK
RAND MINES' Rietspruit colliery has suspended four workers after a two-hour work stoppage yesterday during which a memorial service was held for a worker who died in an accident on the mine last week.

A statement from Rand Mines said the stoppage was illegal and had taken place despite "strenuous efforts" by management to come to an agreement with shop stewards on a mutually acceptable time for the holding of a service.

The four had been suspended on full pay pending an inquiry into the incident.

□ □ □

THE South African Police has refused to comment on the civil action brought by 164 mineworkers against the Minister of Law and Order for alleged assaults during last year's legal mineworkers' strike.

In a statement to the Rand Daily Mail yesterday, the SAP Public Relations Division said that if civil proceedings had been instituted, comments would be presumptuous as the matter "must be considered sub-judice".

It said that as the allegations had been published in

the Mail yesterday, comments at this stage would be superfluous. The Mail telephoned the police at 4pm on Tuesday for comment.

The mineworkers are claiming amounts ranging from R5 000 to R30 000 for a variety of injuries allegedly inflicted on them by police during the strike.

□ □ □

SASOL and the Chemical Workers Industrial Union have concluded another round of gruelling negotiations over the reinstatement of the 5 100 workers dismissed during last year's stayaway.

DM 14/2/85

ABOUT 1 500 Siemens employees at four Reef plants — most of them members of the Metal and Allied Workers' Union — stopped work on Tuesday over the alleged dismissal of workers at the company's Watloo plant, but returned when the company offered to investigate the complaints.

● MEANWHILE more than 1 000 Sweet, Food and Allied Workers' Union members at plants in Durban and Isando continued their national legal strike yesterday over wage demands.

Bamcwu to act against Minister?

Secretary
15/2/85
213

THE Black Allied Mining and Construction Workers' Union is to hold an urgent executive meeting on Sunday to consider taking legal action against the Minister of Law and Order concerning the alleged "rough treatment" their members received from police during a strike on the West Rand last year.

The union was reacting to reports that 164 members of the National Union of Mineworkers (NUM) were serving letters of demand on the Minister, Mr Louis le Grange, amounting to a total of R2-million

Bamcwu's publicity secretary, Mr Motsom

Mokhine, said that the meeting was important, especially in the light of new developments — the sacking of their members following a strike at the goldmine near Roodepoort last year

The mineworkers are suing the Minister for damages arising out of the alleged assaults and beatings inflicted on

them during the last year's legal strike

The workers, who were employed on two Anglo American mines in the Free State, are claiming damages ranging from R5 000 to R30 000

A spokesman for Mr le Grange yesterday said that the Ministry had not yet received such letters of demand

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CAPE Times 16/2/85
**12 000 strike at
Rand gold mine**

Own Correspondent

JOHANNESBURG — Helicopters dropped leaflets, police dispersed picketers and 12 000 workers at Gold Fields' East Driefontein gold mine near Carletonville were threatened with dismissal yesterday afternoon if they did not return to work

The workers have been on strike since Thursday night over a long list of grievances. Their action brings to 25 000 the number of Gold Fields miners who have been on strike this week.

Food

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), said the workers were complaining about the quality of the mine's food, its handling of disciplinary cases and assaults by white miners on black workers.

He said management had refused to talk to the union in an effort to resolve the dispute.

The dispute at the nearby Kloof mine earlier in the week had been resolved after management had met with the union and undertaken to look at the workers' grievances.

A statement from Gold Fields said efforts were under way late yesterday to persuade the workers to end their illegal stoppage and that if they did not return they would "regrettably" have to be discharged.

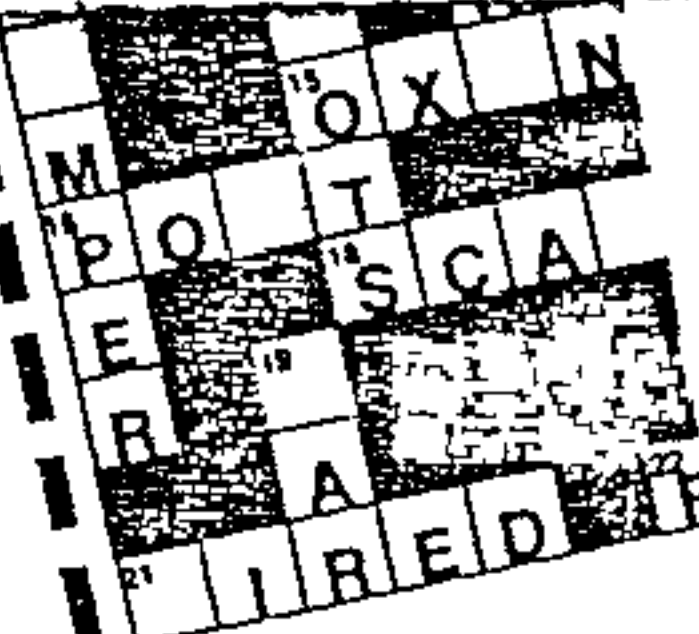
Meanwhile, about 1 200 miners at Rand Mines' Rietspruit colliery near Witbank continued their strike yesterday over the dismissal of two NUM shop stewards.

The shop stewards were dismissed for their role in organizing a two-hour prayer service on Wednesday in memory of a worker who died in an accident on the mine last week.

A spokesman for management said the men had been fired following an inquiry into their role in the stoppage and that they had been given notice to leave.

- REGULATIONS
- 1 Only copies from newspapers, if permutations are acceptable
 - 2 CHEQUES AND POSTAL ORDER made payable to St John Ambul. address must be written on back. disqualified if cheque is dishonoured. • Send registered letters • Use pins, staples or staples
 - 3 DO NOT — bank notes in postal orders • Afix stamps to postal orders
 - 4 All entries and sufficient donations must be in one envelope
 - 5 Late entries will be disqualified and treated as unconditional donations
 - 6 Any solution altered, including overtyping or use of erasive substance, will be automatically considered incorrect
 - 7 In the event of a tie the winners will share the cash prize
 - 8 Prize money is payable in SA Currency
 - 9 Anyone may enter excluding the staff, members of St John Centre and Crossword Committees and their immediate families or agents
 - 10 Nom de plumes are unacceptable Names and addresses of prize winners will be published
 - 11 Prize money will be paid out two weeks after the closing date Notwithstanding any results published, in the event of a winning claim being substantiated during this period only such a winner will be paid out or in the event of a tie the prize will be shared
 - 12 THE DECISION OF THE ORGANISERS IS FINAL AND NO CORRESPONDENCE WILL BE ENTERED INTO.

- ACROSS
- 1 One might have to saw away with knife at thick — before it cuts properly CORD/CARD
 - 4 Sometimes a union brings great — DOWER/POWER
 - 7 One — might quite overshadow another WIN/WIT
 - 8 Frantic or sudden fright PANIC
 - 9 Pen for swine STY
 - 10 Thick, black, sticky liquid TAR
 - 13 It must be great relief to gave done with demanding — GUEST/QUEST
 - 15 Plural of ox OXEN
 - 16 Obscure — might suddenly come into prominence PORT/POET
 - 17 It certainly suggests trouble when — suddenly ceases to operate SPA/SPY
 - 18 One might be sharply warned to avoid dangerous — SCAMP/SCARP
 - 20 — is particularly hard for person of impatient and domineering temperament AGE/AWE
 - 21 Audience may be — by passionate orator hammering away at them Tired/Fired
 - 22 — may come as a surprise to everyone REPORT/RETORT
- DOWN
- 1 A — is hardly the kind of person in whose company one would like to spend much time CAT/CAD
 - 2 One might plainly read the signs of strain on —'s face ROWER/ROVER
 - 3 — what one has learnt at school remains a — in one's for person to keep balance



NAME

ADDRESS

TICK HERE IF YOU WOULD
No. 5.



NAME

ADDRESS

TICK HERE IF YOU WOULD

Scabs stoned

STRIKING miners at Rand Mines' Rietspruit coal mine near Witbank this week threatened scabs with paving stones as they risked the gauntlet to go to work

Emulating their counterparts in Britain's strike, Rietspruit miners turned nasty when management did not agree to their request for a memorial service during working hours for a dead colleague.

Two National Union of Mineworkers' shop stewards were discharged in the dispute which started after a worker was run over by a 15-ton truck.

S. T. King

17/2/85

Violent pattern that must be broken

BY PHILLIP VAN NIEKERK

IN THE 30 months of its existence the National Union of Mineworkers (NUM) has challenged many established patterns and practices on the mines.

Health and safety conditions, wages, benefits, job reservation, even the overcharging by concession stores and mine taxi services,

have been tackled in a way it would have been difficult to imagine just two years ago.

But it was to be expected that the development of black unions on the mines, resulting in the voice of a group that had been largely silenced for a century being heard, could bring fundamental changes.

Last week's action by 164 workers, who are suing the Minister of Law and Order for damages

as a result of alleged assaults and injuries inflicted during last year's legal strike, was historic.

Whatever the merits of the cases, it is the first time that black miners have challenged police action against them in such a way.

According to the NUM the actions are hotly designed to claim damages for many people who were allegedly beaten up badly — los-

ing eyesight or sustaining broken limbs — but to dissuade the police from similar action.

And, given the volatile and often violent history of labour relations on the mines, that is a pattern that needs to be broken.

Incidentally, while this is the first civil action on this scale, the first multiple damages action to be brought by black workers against the police was following

the Heineman strike in 1976

The action was eventually settled out of court in 1980 with each of the 20 workers — members of the Metal and Allied Workers' Union — getting payouts ranging from R800 to R1 000.

According to Mawu official, the importance of that action was that it made police much more hesitant to take action against black strikers in

the industrial areas of the East Rand.

WITHIN days of the NUM's action there was again violent conflict between black miners and police

On Friday night one man was seriously injured and several others hurt when police fired birdshot at striking miners at Gold Fields' East Driefontein mine near Carletonville.

A Gold Fields spokesman said they had not talked to the NUM because it was not significantly representative at the mine, was recognised only in two categories and that management "preferred to do it their way".

In addition, management had set a deadline for workers to come forward with grievances and they had failed to do so.

The NUM claims a paid up stop-order membership of 3 000 out of the mine's 12 000 workforce and a signed-up membership of 6 000.

The union said about six of its shaft-stewards had been arrested and the company had adamantly refused to speak to union officials

The strike happened within days of a similar stoppage at Gold Fields' nearby Kloof mine where workers returned without incident after management had spoken to the union and undertaken to look into grievances

Strikers ²¹³ warned of dismissal

Labour Reporter

Workers at Rietspruit opencast coal mine, near Witbank, have been warned that, unless they end their five-day-old strike today, they will be dismissed

Mr Allen Cook, deputy head of the coal division of Rand Mines, said that group personnel executives were already looking for alternative sources of labour

Mr Cook said the strike had jeopardised the agreement between the Mine and the National Union of Mineworkers (NUM)

UP TO WORKERS

The general secretary of the NUM, Mr Cyril Ramaphosa, said today that it was up to the workers to decide whether to return to work or not. NUM he said, was looking into claims made by management and would contest any action they might take.

Mr Cook said that the strike started when union shop stewards refused to co-operate with management in arranging a mutually acceptable time for a memorial service for a worker who was killed in an accident on the mine almost two weeks ago.

NUM hits at 'use of force'

By PHILLIP VAN NIEKERK

A BITTER war of words has erupted between the National Union of Mineworkers (NUM) and Rand Mines over the dismissal of 86 workers at the Rietspruit Colliery, near Witbank, who ignored an ultimatum to return yesterday.

Management imposed the ultimatum in a bid to break the strike by more than 800 workers, which started on Thursday over the suspension of four NUM shop stewards and the later dismissal of two.

More than 500 workers at Rand Mines' Duvha Colliery, near Witbank, went on strike yesterday in sympathy with the Rietspruit workers but returned after being threatened with sacking.

The NUM yesterday alleged that many of the fired workers had been forcibly evicted from their homes and that several workers were injured by the mine security organisation which had been "empowered to harass and assault workers".

The union said those who had refused to work had been forced into buses and forcibly ejected from the mine.

Mr Allen Cook, deputy head of Rand Mines' coal division, dismissed the allegations as "absolute nonsense". He said no one had been forcibly evicted, but that some people had left the mine voluntarily.

About 85% of the workers had returned and the mood at the mine had changed, he said. "We are pleased with our chaps who are back at work at both mines and sincerely hope this is the end of illegal stoppages."

Mr Cook said 86 workers had elected to be discharged and many of these were the "hard-core trade unionist Turks — people whose hearts and minds we could never win — and we're glad to see the last of them."

● About 1 600 workers at the explosives section of the AECI plant at Modderfontein continued their stoppage over safety conditions at the plant in the wake of last week's blast which killed 14 people.

● The Supreme Court's hearing of an application for an eviction order against workers who went on strike at the East Driefontein gold mine last week has been postponed to today, a statement from Gold Fields said.

PHILLIP VAN NIEKERK

Union's claim of 50 injured at mine denied

20/2/85 D. Disputa

213

JOHANNESBURG — Claims by the National Union of Mineworkers (NUM) that more than 50 people had been injured in unrest at the Riet-spruit opencast colliery near Witbank were "absolute hogwash", a senior mine spokesman said yesterday.

The spokesman, Mr Allen Cook, deputy head of Rand Mines' coal division, also dismissed NUM claims that Riet-spruit mine security personnel were being used to force strikers to return to work.

Rand Mines, joint owners of Riet-spruit with the Shell Company, issued an ultimatum to striking black staff on Monday to return to work yesterday, or face dismissal.

An NUM statement said yesterday "The mine has locked the main gates and has turned Riet-spruit into a concentration camp and curtailed movement of workers."

Mr Cook described the allegation as "absolutely untrue".

The union also claimed it had received reports that its members were being forced by mine police to return to work. Those who resisted were being paid off.

It added that security personnel were using dogs, rubber bullets, and tear-smoke on "passive miners".

Mr Cook said the last incident of unrest at Riet-spruit had been on Sunday evening when rubber bullets, dogs and tear-smoke were used to disperse a crowd of ab-

out 150 workers advancing on white married quarters.

Mr Cook strongly disputed the NUM's claim that 50 people had been injured. He said there had been eight injuries by Sunday and most of the victims had been beaten by union activists.

He denied people were being forced to return. "You don't get a day's work out of a man who is being forced to work," he said.

The mine's main gates had not been locked, although on Sunday there was extra control at the boom following rumours reaching management that outside union activists were being called in to boost the strike.

Mr Cook said the 86 dismissed workers left the mine yesterday "of their own accord".

He was not aware of any court actions to prevent eviction of workers from their houses and said no one was being evicted.

He also said the majority of the 86 dismissed men appeared to be "young Turks" who had realised their cause was lost and had decided to leave.

Mr Cook said on Monday a strike at Rietfontein had been sparked off when NUM shop stewards refused to co-operate with management in setting a mutually acceptable time for the holding of a memorial service for a black worker killed in an accident almost two weeks ago.

"The stewards chose, instead, arbitrarily to stage a work stoppage in

the middle of the morning shift last Wednesday."

Mr Cook claimed workers had been subjected to intimidation "on a house-to-house basis" at the weekend but, in spite of the threats, 192 of the 612 day shift workers had returned to work on Monday.

Mr Cook said that workers who went on an illegal strike at the Duvha opencast colliery also near Witbank yesterday had returned to work.

NUM officials had told management the stoppage was in sympathy with the strike at Riet-spruit, he said.

"Less than 50 of the morning shift of 550 turned up for work at Duvha this morning, and we told those that stayed away that unless they were back at work before the end of the shift at 2 pm, they would be dismissed," Mr Cook said.

He said NUM officials told management workers would return to work only when two NUM shop stewards dismissed at Riet-spruit last week had been reinstated and when "agitators" taken into custody at Riet-spruit on Sunday night had been released.

"The strike was patently organised by the NUM. We simply cannot tolerate these illegal and disruptive work stoppages," Mr Cook said.

He added that management had urged workers to return to work and had impressed upon them that the strike was not in their interests — SAPA.

ROM 22/2/85 (21) (213)
SEVERAL thousand workers at Anglovaal's Hartbeesfontein gold mine near Klerksdorp have launched a boycott of bars and shops inside their hostel area

The workers — members of the National Union of Mineworkers — are claiming that the food is poor and liquor at the mine bars is too expensive. They want the hostel manager sacked

ISCOR has fired and de-
ported to the Transkei 144
miners who went on strike
at Durban Navigation Col-
lieries near Newcastle this
week over an alleged unfair
dismissal

APR 22 1985

STRIKING

MINERS

'SHOT AT'

26/2/75
213
C. P. P.
MORE than 50 miners have been injured during the strike at Riet-spruit Colliery — with miners saying the Witbank mine is "like a concentration camp" since they stopped work

The mine gates have been locked and workers' movements severely curtailed, according to a member of National Union of Mine workers, who said workers were being harassed

The NUM spokesperson also claimed police had been called in by the mines — a claim which has been denied by the police.

"The police are using teargas, rubber bullets and dogs on miners," the spokesperson said.

"The miners have withdrawn their labour in protest against the suspension of four of their shaft stewards — now the police come in"

But police spokesperson, H. Beck denied this, saying only mine security officials had been used at the mine

Thirty-five people have been detained since unrest broke out at the mine on Sunday.

Eviction order for 91 mineworkers granted

in order evicting 91 out of 273 mineworkers at the Driefontein gold mine near Carletonville as granted in the Pretoria Supreme Court yesterday.

Goldfields SA brought an urgent application a week following a strike at the mine. They originally sought an eviction order against 794 employees.

The case was postponed to give the mineworkers the opportunity of putting forward reasons why they should not be dismissed.

The strike began on February 15 when miners refused to go down on the morning shift.

During the day the mine manager, Mr Barend Oberholzer, issued an ultimatum to report for work. The eviction order was being sought against those men who refused to return.

Nine mineworkers opposed the application and the case against them was postponed until April 30.

According to papers before the court, the men have applied for to the Industrial Court for their reinstatement at the mine.

The rule against the other 173 mineworkers was discharged.

According to affidavits before the court by the mine, they were under police arrest at the time the ultimatum to return to work was made.

They were taken to Oberholzer police station and kept in custody until February 18 when they appeared in court and were released on bail.

One of the bail conditions was that the men were not allowed onto mine premises.

213
Pretoria Bureau

Stew

28/2/85

RDM

February 28, 1985

Miners' plea to Dutch company

By PHILLIP VAN NIEKERK

THE general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, will fly to Holland on Friday to meet senior Shell management over the dismissal of more than 70 black miners from the Rietspruit colliery

Shell and Rand Mines jointly own the mine

The workers were dismissed last week for ignoring an ultimatum to return to work and end a five-day strike over the dismissal of two NUM shop stewards

An NUM spokesman said Mr Ramaphosa — who is already in Europe — would also speak to Dutch trade unions in an effort to put international pressure on the mine to reinstate the workers

● The Supreme Court has ruled that 91 of 100 mineworkers be evicted from their hostel at the Gold Fields of South African East Driefontein goldmine near Carletonville

They were arrested last week during a strike by more than 11 000 workers

The court was asked to discharge the order in respect of another 172 workers, who have either been re-employed or who left the mine on their own

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213

Num official seeks redress

JOHANNESBURG — Mr Cyril Ramaphosa, general secretary of the National Union of Mine-workers (Num), who is currently on a visit to Europe, is to fly to Holland today to meet senior Shell management over the dismissal of more than 70 black miners from the Rietspruit colliery.

Shell half owns the open-cast mine. The other half is owned by Rand Mines.

The workers were dismissed for ignoring an ultimatum to return to work and end their five-day strike over the dismissal of two Num shop stewards.

Mr Ramaphosa apparently also intends

to speak to Dutch trade unions in an effort to put international pressure on the mine to reinstate the workers.

In another mining dispute, the Supreme Court has ruled that 91 out of 100 mineworkers be evicted from their hostel at the East Driefontein goldmine near Carletonville.

The workers were arrested during a strike by more than 11 000 workers at the mine last week.

The court was asked to discharge the order in respect of another 172 workers who have either been re-employed or have left the mine. — DDC

42 000

miners

strike

By PHILLIP VAN NIEKERK

MORE than 42 000 workers at Anglo American's Vaal Reefs mining complex near Klerksdorp downed tools yesterday, halting all production at the world's largest gold mine

Workers are demanding they be paid the same increases granted to a handful of monthly-paid workers in January

The strike began on Tuesday when about 9 000 workers at three shafts downed tools underground.

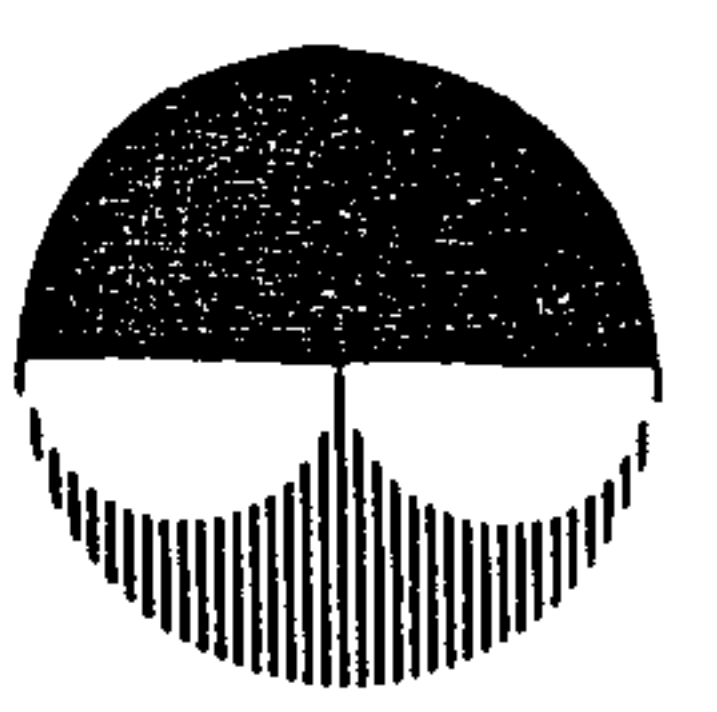
Despite negotiations between management and the National Union of Mineworkers, the strike spread to the entire complex yesterday, stopping production at the mine which produces more than 10% of the country's gold

Anglo American has warned the workers that unless they return to work today they will be "in breach of agreement".

An Anglo spokesman would not say whether this meant that they intended firing workers — an action which could severely diminish South African gold production

RAN 11/3/85 (213) (213) (213)

Extracts from the Chairman's Statements



Durban Rodepoort Deep, Limited East Rand Proprietary Mines, Limited

(Both companies incorporated in the Republic of South Africa)
Members of the Barlow Rand Group

"For several years now the companies' revenues have been adversely affected by the gradual decline in the average grades of ore mined while the costs of operations have been subject to mounting pressures" - C. G. Knobbs.

Gold

The scenario for 1985 is that the US Dollar gold price is expected to increase moderately and the anticipated stronger Rand should result in an average Rand gold price similar to that experienced in recent months.

Industrial Relations and Personnel

The year under review saw growing black trade union activity within the mining industry. Nine gold mines and five collieries have become parties to a recognition agreement between the Chamber of Mines and the National Union of Mine Workers (NUM) for certain categories of workers, but the companies have not been involved in any of these recognition agreements. Three non-Chamber mines within the Rand Mines group have negotiated their own recognition agreements with NUM or other emergent black trade unions. Strike activity by black trade unions in the mining industry also increased, with twenty-four work stoppages having been recorded since January 1984. Of concern is the irresponsible behaviour of NUM in supporting "wild-cat" illegal strikes by their members before making use of local grievance procedures. The agreed dispute settlement arrangements entered into between NUM and certain employers are flagrantly violated and flouted. It is to be hoped that this behaviour is merely a temporary phenomenon and that a more mature and responsible approach will soon emerge to give credence to the basic requirements of a "good faith" relationship.

The 1984 industry wage negotiations between the Chamber of Mines and the Council of Mining Unions representing white employees and various officials' staff associations led to an average increase of 10 per cent on the Chamber minimum rates of pay. Negotiations between the Chamber and NUM in respect of black employee wages ended in dispute and the appointment of a conciliation board. The companies, together with the rest of the industry, nevertheless granted increases to all black employees from 1st July, 1984. Basic wages were increased by an average of 14.4 per cent and 13.5 per cent on Chamber minimum rates for surface and underground employees respectively. Benefits were improved by the introduction of overtime and shift allowances plus an industry service increment scheme.

The conciliation board's efforts to resolve the dispute between NUM and the Chamber ended in deadlock but further discussion resulted in an agreement to restructure the "package". The agreement was reached on the evening before a planned strike by NUM and the union was unfortunately unable to communicate this to their members in time to avert the stoppages on the 17th September, 1984. Most of the affected mines returned to normal the next day.

There are two industrial relations problems which will require particular attention in the ensuing year. Firstly, the day to day relationship between white and black employees will need to be developed more positively and the management of the companies have directed greater training efforts to this end. Secondly, the statutory "scheduled person" restriction contained in the Mines and Works Act must be removed and it must be replaced with a non-racial "competent person" definition. Talks with white unions and officials' associations have commenced in order to resolve this controversial issue. The inevitable demise of the legislated "scheduled person" should be recognised by the white employee bodies. Efforts should be directed towards devising new work and employee practices, with consideration being given to allaying fears by white employees of mass retrenchments by including security of employment provisions in the agreements. However, these agreements must contain the fundamental concept of selection and promotion on merit, regardless of race.

The safeguards governing security of employment in the transition from the designated "scheduled person" to "competent person" is as important to the employer as it is to the employee as standards of performance must be maintained. The country has an acute shortage of skilled workers and it is for this reason that the majority of skilled white workers need not fear for their future. However, unless opportunities are provided for suitably trained and qualified black workers to progress, the future for all could be very bleak. It is hoped that employers and employees can resolve this problem without Government intervention, but if an agreement is not reached shortly, such intervention could be unavoidable.

KOM 14/3/85

NUM strikes condemned

24
213

By **BRENDAN RYAN**

THE National Union of Mineworkers (NUM) has been irresponsible in supporting wild-cat illegal strikes by its members, says Mr Clive Knobbs.

In his annual reviews as chairman of East Rand Proprietary Mines (ERPM) and Durban Roodepoort Deep (Durban Deep), he says the NUM has supported such illegal strikes before making use of local grievance procedures

"The agreed dispute settlement arrangements entered into between NUM and certain employers are flagrantly violated and flouted

"It is to be hoped that this behaviour is merely a temporary phenomenon and that a more mature and responsible approach will soon emerge to give credence to the basis requirements of a good-faith relationship," Mr Knobbs says.

He adds that the day-to-day relationship between white and black employees on the mines must be developed more positively.

The other major industrial relations problem to be dealt with in the coming year is the "scheduled" person restriction in the Mines and Works Act. Mr Knobbs says this must be replaced with a non-racial "competent" person definition

He says the safeguards governing security of employment in the transition from the designated scheduled person to competent person are as important to the employer as to the employee because standards of performance must be maintained

"The country has an acute shortage of skilled workers and it is for this reason that the majority of skilled white workers need not fear for their future

"However, unless opportunities are provided for suitably-trained and qualified black workers to progress, the future for all could be very bleak.

"It is hoped that employers and employees can resolve this problem without Government intervention, but if an agreement is not reached shortly, such intervention could be unavoidable," he says

CAPE TIMES 15/3/85
213 7:45

One death in Natal unrest

JOHANNESBURG. — One person died and two were injured in continuing unrest in parts of the country on Wednesday and yesterday

A person died in hospital on Wednesday, and another was injured when a group of people stoned and stopped a bus near Pongola in northern Natal

In another incident in the same area, a policeman searching a vehicle was assaulted by the driver. People gathered round and police fired warning shots. The driver, who received a foot injury, is in hospital under police guard

Three schools in New Brighton, near Port Elizabeth, were set alight simultaneously about 2am yesterday

At Kwazakele, also near Port Elizabeth, a police vehicle was petrol-bombed and stoned. One of the rioters was in-

jured. He was arrested, together with another person

A spokesman for the Anglovaal Group confirmed yesterday that there had been unrest among mineworkers at Hartebeestfontein Mine

He said the unrest arose from action taken on Wednesday about 6pm by mine management against illegal liquor traders outside the hostels at No 5, 6 and 7 shafts on the mine. Three workers were injured in the unrest

The Gencor group has denied that any unrest occurred at its Stilfontein and Buffelsfontein mines as claimed by the police. Mr Carl Netscher, director of the group's precious-metals division, said he had checked the reports and found them to be unfounded. "There has been no unrest on either of these two mines," he said — Sapa

13 hurt in mine boycott unrest

By PHILLIP VAN NIEKERK

UP TO 13 workers were injured after unrest flared at Harzebeesfontein gold mine, near Klerksdorp, during a five-week boycott by Anglovaal workers in an attempt to break the monopoly of mine liquor outlets.

A spokesman for the National Union of Mineworkers (NUM) said there had been clashes with police after management took action against independent liquor traders outside the hostels.

Sapa reports that a spokesman for the Anglovaal Group confirmed yesterday that the unrest arose from action taken at about 6pm on Wednesday by mine management against illegal liquor traders outside the hostels at the number five, six and seven shafts on the mine.

He said the main disturbance occurred at the Number Six shaft hostel, where stone-throwing occurred and the liquor outlet was set alight.

Mine security forces and police were called in and used rubber bullets and teargas to bring the rioters

under control. Three workers were injured in the unrest, none seriously.

However, the NUM spokesman said 18 workers were seriously injured, but that workers had returned to their jobs yesterday morning.

Similar action was taken at numbers five and seven shaft hostels, the mine spokesman said.

This is the third recent boycott at the mine, the others having been aimed against local concession stores and taxis operating in the Klerksdorp area.

Unrest also continued in the Eastern Cape townships as youths stoned police vehicles, beer halls and set fire to schools.

Black unrest spread to Northern Natal this week, leaving one person dead, while police said they used tearsmoke and rubber bullets to disperse more than 500 striking mineworkers in the Western Transvaal.

In the Port Elizabeth area black schools and homes were petrol bombed yesterday. Classrooms and offices at three schools in New Brighton were damaged by fire.

Tension mounts at Anglo mine

By PHILLIP VAN NIEKERK

THE situation was tense at Anglo American's Vaal Reefs mine near Klerksdorp last night after more than 5 000 mineworkers downed tools underground at three shafts of the giant mining complex during the day

Management was holding urgent talks with representatives of the National Union of Mineworkers (NUM) in a bid to resolve the dispute which threatened to spread to include more of the 42 000 workers employed at the mine

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), said workers were protesting against alleged victimisation of shaft stewards and delays in recognising them

Tension has risen at Vaal Reefs since workers launched a boycott of liquor outlets and stores on the mine last week

Workers downed tools yesterday morning after working half a shift, and were later brought back to the surface

A spokesman for Anglo American said he could not comment because talks were still in progress

Vaal Reefs
22/3/87
miners (213)

end strike

Miners reported for work at the Vaal Reefs gold mine 200 km west of Johannesburg today following a strike involving more than 40 000 workers yesterday.

Mine management said an agreement had been reached with the National Union of Mineworkers (NUM) late last night

Intimidators would face "normal disciplinary procedure" and the NUM was expected "to assist management in bringing this about", a mine statement said.

"The agreement also includes an undertaking by the NUM to end the boycott of liquor outlets, concession stores and interference in hostel matters," the statement said

Vaal Reefs' 42 000 workers downed tools yesterday to press demands for wage increases

The statement made no reference to a wage settlement. — Sapa.

CAPE TIMES 22/3/85
42 000

miners
strike

Own Correspondent

JOHANNESBURG —
More than 42 000 workers
at Anglo American's
Vaal Reefs mining com-
plex near Klerksdorp
downed tools yesterday.

Workers are demand-
ing that they be paid the
same increases paid to a
handful of monthly-paid
workers in January.

The strike began on
Tuesday when about
9 000 workers at three
shafts downed tools un-
derground, with several
thousand workers re-
maining on strike on
Tuesday night and yes-
terday.

Despite negotiations
between management
and the National Union
of Mineworkers, the
strike spread to the en-
tire complex yesterday,
stopping production.

There have been no re-
ports of violence.

Anglo American has
warned the workers that
they are engaged in an
illegal strike and that un-
less they return to work
today, they will "be in
breach of agreement".

213

SA

23/3/85

Anger turns to violence at Vaal Reefs

by Chris Steyn and Maud Motanyane

At least 35 people were seriously injured at the Vaal Reefs gold mine near Orkney when police opened fire on a large crowd of miners on Thursday night.

Police also used tearsmoke to disperse a group of about 1 000 mine workers who, according to police, became riotous early yesterday morning.

The National Mine Workers Union (NUM), publicly secretary Miss Manoko Nehwe denied that the miners had been riotous. Union officials at the scene of the shooting said the police

had shot without any provocation.

"The miners were moving quietly and calmly from underground to their hostels when the police fired at them," she said.

More than 40 000 miners went on strike at the Vaal Reef mine on Thursday to press demands for wage increases.

The miners, reported for work yesterday on a go-slow - working only four hours a shift.

The miners are demanding that a pay increase be given to some workers, be passed on to all the employees.

Yesterday morning mine officials denied that the strike was still on.

In Galashewe near Kimberley, police used tearsmoke, rubber bullets and birdshot to disperse about 400 scholars of the Tlidlal School who stoned police after ignoring orders to stop the gathering. A vehicle was extensively damaged, but no injuries were reported.

Five buses and a rubbish removal truck were extensively damaged during unrest in the Zamdela township near Sasolburg. Police used tearsmoke and rubber bullets to disperse about 800 rioters. One of the buses, used to crash into an administration office, was set alight.

A group of scholars from the same school stoned school buildings and bent burglar bars at

a nearby shopping centre. They fled when police arrived.

Police used stamboks to disperse scholars of the Itthaleng Secondary School near Wesselsbron after an illegal gathering outside the school.

And a private home in the black township of Fort Beaufort was extensively damaged after being set alight by rioters.

The chief magistrates of Vereeniging and Vanderbijlpark have prohibited all gatherings except bona fide church services in terms of section (1) (A) (I) of the Internal Security Act 74 of 1982 from 8 o'clock on March 23 to 8 o'clock on March 25, 1985.

Striking miners 'shot'

Mali Reporter

INDUSTRIAL action by black mineworkers continued at the world's largest gold mine, Anglo American's Vaal Reefs, yesterday as the National Union of Mineworkers (NUM) relayed details of a management offer to members

About 42 000 workers downed tools on Thursday over pay and a number of other issues, including the dismissal and recognition of shaft stewards and a shaft steward agreement

Miners, who had been working only half-shifts before downing tools, continued their industrial action yesterday

Despite management claims that there had been no violence at the mine, Mr Cyril Ramaphosa, general secretary of the NUM, said police fired buckshot and teargas at workers walking to a meeting, wounding 30.

An Anglo statement yesterday said management expected the NUM to assist in bringing a "return to normalcy" on the Vaal Reefs complex and demanded that the "intimidation of workers" should end.

"Management expects a return to normal working conditions by Saturday," said the statement by the mine's general manager Mr Bob Williams

7/85
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Mine unions in wages dispute

By PHILLIP VAN NIEKERK

IN AN unprecedented step, eight trade unions representing 20 000 white mine workers have declared a dispute with the Chamber of Mines at the beginning of their annual wage talks, which started yesterday.

Talks deadlocked after the Council of Mine Unions (CMU) demanded a 20% increase in wages, in reply to the chamber's offer of 8,5% which was later increased to 9,5%.

The dispute could be the first step on the road to a legal strike by white mineworkers, with the chamber also facing the prospect of tough bargaining this year with unions representing black mineworkers.

The chamber said in a statement that at the start of negotiations yesterday the unions demanded a 20% wage increase and further improvements exceeding 7%.

"The chamber responded with an offer of an 8,5% wage increase and the CMU changed its demand

to an overall 20%.

"At a second meeting today the chamber improved its offer to a 9,5% wage increase together with an increase in the split shift allowance. The council did not moderate its 20% demand and declared a dispute," the statement said.

● Industrial unrest continued at the world's largest gold mine, Anglo American's Vaal Reefs, yesterday as the National Union of Mineworkers (NUM) conveyed to its members details of a management offer.

About 42 000 workers downed tools on Thursday over pay and a number of other issues, including the dismissal and recognition of shaft stewards and a shaft steward agreement.

Despite management denials that there had been no violence at the mine, Mr Cyril Ramaphosa, general secretary of the NUM, said 30 were wounded when police fired buckshot and teargas at workers walking to a meeting.

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Smelter 25/5/85

Striking miners returning to work

213

By JOSHUA RABOROKO

MOST of the 42 000 black miners on strike at the world's largest gold-mine, Anglo American's Vaal Reefs, yesterday started returning to work while the National Union of Mineworkers has warned management not to involve police in the labour dispute.

Anglo's spokesman said that the morning shift reported and the situation was back to normal and calm following last week's outbreak of violence.

About 42 000 members of the NUM downed tools last Thursday and continued their industrial action on Friday over pay and a number of other issues, including the dismissal and recognition of shaft stewards and a shaft steward agreement.

However, the NUM has said that 35 of their

members were shot and wounded when police clashed with them at the mines, but a spokesman for the police directorate in Pretoria, Lt A J Beck, said police used teargas to disperse the workers.

The NUM has warned management not to involve the police in the matter and said chaos might erupt if the police presence was continued, according to a statement to **The SO-WETAN.**

Management was expecting the rest of the labour force to return to work today — thus ending the industrial action which management claimed was marred by intimidation.

Miners, who had been working only half shifts before downing tools, had continued their strike while management was engaged in talks with the union.

By BRENDAN RYAN

THE Government is taking initiatives to do away with racial barriers in the mining industry.

The issue revolves around the controversial legislation of who constitutes a "competent person" in the industry, and have this defined on non-racial lines

Informed sources say the Director-General of Mineral and Energy Affairs, Dr Louw Alberts, last month sent a crucial letter to the Chamber of Mines and the unions representing the various affected white workers in the mining industry

It is understood the letter asked them for their definitions of a "competent person" in various job categories

It also asked them for their definitions of job security in various job categories

It further asked the parties if they would accept the proposed Government Mining Engineer's definition of a "competent person", which is based on Canadian mining legislation and is non-

Govt moves to scrap racial bars in mining

RDM 12/4/85

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racial

The letter was sent out early in March and asked for replies from the various parties by the end of March, which indicates a considerable degree of urgency

It is understood the Chamber of Mines has already replied to the letter but that replies from the white unions have yet to be received

The move follows a debate in Parliament on February 26 during which the Minister of Mineral and Energy Affairs, Mr Dame

Steyn, said he hoped to be able to introduce "competent person" legislation next year

If this is to happen the legislation has to be agreed in principle by the Cabinet by about August this year to allow time for the laws to be drafted and put before the various law advisors and the standing committees of the Tricameral Parliament before it is introduced

Page 2

Govt plan to scrap race barriers

12/4/85

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~~211~~

RDM

The present "scheduled person" legislation contained in the Mines and Works Act prevents black workers holding blasting certificates, which in turn effectively bars them from the top skilled jobs in the industry

The Government accepted in principle some four years ago the recommendations of the Wiehahn Commission of Inquiry into Labour Legislation that the term "scheduled person" be removed and replaced by a non-discriminatory defini-

From Page 1

tion of "competent person".

However, the Government laid down a number of requirements which had to be met

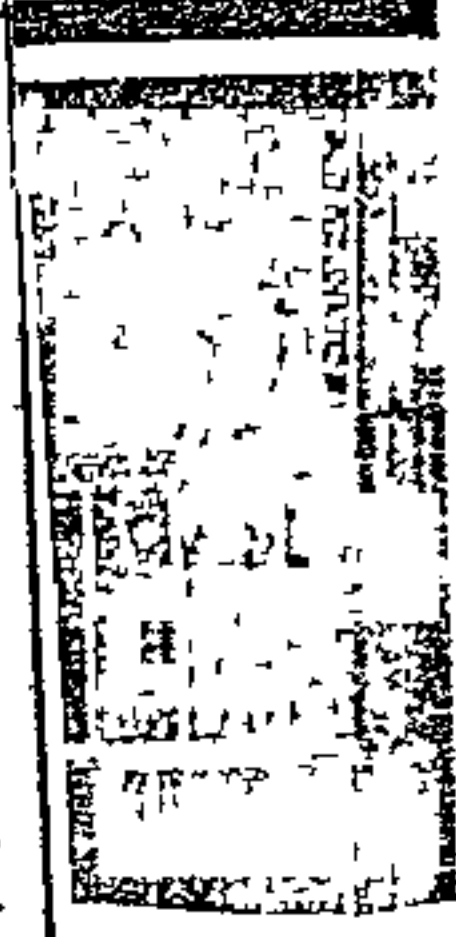
These principally involved protecting the job security of white workers, providing adequate protection against racial victimisation, rigorously maintaining standards of work and standards of training and maintaining the principle

of equal pay for work of equal value

The Government wanted these conditions to be settled by negotiation between the mining employers and the mining unions

This was accepted by the mining houses, which immediately set about initiating talks with the white unions

However, to date, nothing has been achieved because the white unions are apparently not prepared to negotiate and have been stalling



sunrise news

Chamber may back scrapping of job curbs

13/4/85 213

Star
Times

by
Sheryl Raine

The Chamber of Mines has confirmed that it has sent a letter to the Government concerning job reservation on the mines, and it is widely believed that the Chamber is likely to support Government moves to scrap racial barriers in this crucial sector of the South African economy

Swazis face big dilemma

MBABANE — The Swaziland Government is facing a dilemma about what to do with the increasing number of Mozambican refugees entering Swaziland in search of food and work, and who the Maputo authorities refuse to accept back when they are repatriated

The Swaziland Police's public relations officer, Assistant Superintendent Solly Mkhonta, said scores of Mozambican illegal immigrants were turned back at the border every month

He said some greedy businessmen and farmers were to blame for the influx of illegal immigrants — Sapa.

A spokesman for the Chamber yesterday confirmed that a letter had been received from the Director-General of Mineral and Energy Affairs and that a reply had been sent back to the Government. The spokesman declined to reveal the contents of the letter

Key jobs underground have been reserved for white miners since the days of Paul Kruger.

In 1981 when the sixth report of the Wiehahn Commission was tabled in Parliament, it was recommended that labour legislation which reserved about 13 skilled job categories for "scheduled persons" who could not be black, should be amended with a nonracial definition of a "competent person"

The Government has asked the Chamber of Mines and various unions representing black and white miners for their definition of a "competent person" in various job categories and whether the parties would accept a nonracial definition of the term

Mr Arrie Paulus of the white Mine Workers' Union said he had no comment on reports that the Government was attempting to scrap racial barriers in mining nor would he comment on accusations that white unions were not prepared to negotiate the issue and had been stalling.

CAPL THIS. 22/4/88
**9 miners
killed (213)
in fight**

Own Correspondent

JOHANNESBURG —
Nine miners were killed
last night in faction fight-
ing at the President
Steyn gold mine near
Welkom

Police were called in
to restore order

Nine other workers
were injured in the inci-
dent, which involved Ba-
sotho and Xhosa workers

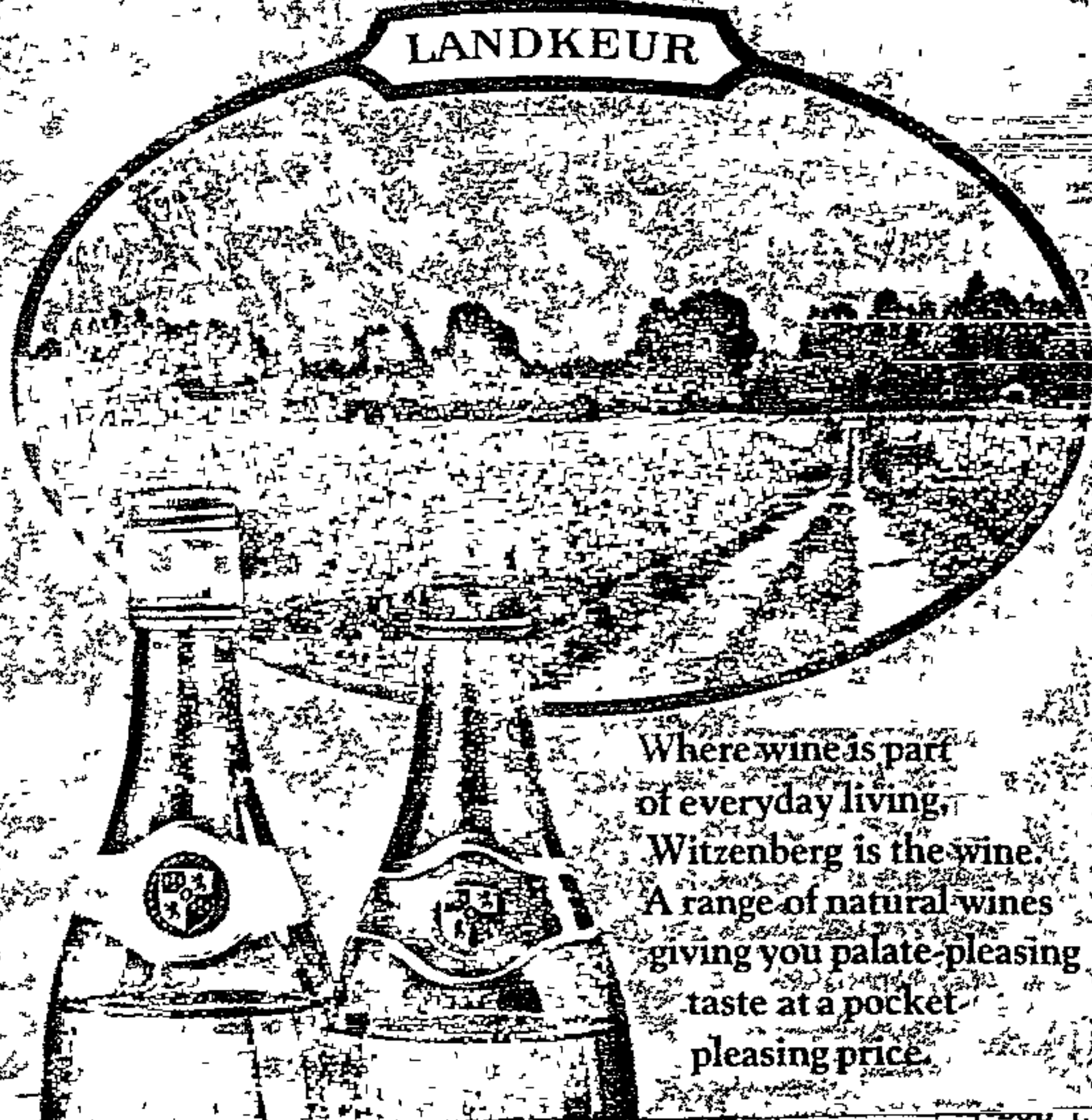
Sapa reports that four
men were discharged
from hospital after treat-
ment, and the condition
of five others at the Er-
nest Oppenheimer Hos-
pital was described by a
spokesman as "satisfac-
tory"

A spokesman for the
police public relations
division in Pretoria said
the situation at the mine
had returned to normal
and that talks were in
progress between the
two factions and mine
management

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taste at a pocket-
pleasing price.

Own Correspondent

man's right to have a

4 000 fight, at Welkom gold mine.

10 dead in
faction fighting

22/4/85 (213)

Ten mineworkers died and eight were seriously injured yesterday during faction fighting at the President Steyn gold mine near Welkom, police reported.

The trouble started at about 12 45 am between hostel dwellers from Lesotho and the Transkei at the mine's Number Four Shaft, said a police spokesman for the Northern Free State.

About 4 000 people — Xhosa labourers from the Transkei and Basotho workers from Lesotho — clashed, a spokesman for the Anglo-American Corporation, the mine's owners, confirmed today.

The workers were apparently reacting to the fatal stabbing of a Lesotho worker by a Transkeian last week.

TALKS

The men fought with "everything they could lay their hands on", the police spokesman said.

Four men were discharged from hospital after treatment, and the condition of four others at the Ernest Oppenheimer Hospital was described as "satisfactory".

The situation at the mine returned to normal this morning. Police said talks were in progress between the two factions and mine management.

The names of the dead will be released when their next of kin have been informed. Sapa.

Ten die, eight injured in faction fighting at mine

JOHANNESBURG—Ten mineworkers died and eight others were seriously injured early yesterday in faction fighting at the President Steyn gold mine, near Welkom.

The unrest erupted at 12 45 a m between hostel dwellers from Lesotho and Transkei at the mine's Number Four Shaft, a police spokesman for the Northern Free State said.

About 4 000 Xhosas from Transkei and workers from Lesotho clashed, a spokesman for Anglo-

American Corporation, the mine's owners, said. They were apparently provoked by the fatal stabbing last week of a Lesotho worker by a Transkeian.

The men fought with 'everything they could lay their hands on', the police spokesman said.

Four men were discharged from hospital after treatment. The condition of four others at Ernest Oppenheimer Hospital was described by a spokesman as 'satisfactory'.

The situation at the mine has returned to normal. Talks are in progress between the two factions and mine management, the spokesman said. — (Sapa)

213

RDM 22/4/85
10 miners dead
in bloody clash

TEN mineworkers died and nine others were seriously injured early yesterday in faction fighting at the President Steyn gold mine, near Welkom, police said

The fight, which erupted at 12 45am, involved more than 7 000 Basotho and Xhosa hostel dwellers at the mine's No 4 shaft, according to Northern Free State police

At least 4 200 Xhosa and 3 000 Basotho mineworkers fought with "everything they could lay their hands on", a police spokeswoman said

Four men were discharged from hospital after treatment and the condition of five others at the Ernest Oppenheimer Hospital was reported as "satisfactory"

The situation at the mine returned to normal yesterday and talks were in progress between the two factions and mine management, the police spokeswoman said. — Sapa.

SOWETAN

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WE CARE!

AT least 10 mineworkers were killed and nine others seriously injured yesterday morning in faction fighting involving Basotho and Xhosa tribesmen at the President Steyn gold mine near Welkom.

By
JOSHUA RABOROKO

The fight, which started at about 12.45 am, involved more than 7 000 hostel dwellers at the mine's number four shaft, according to a police spokesperson.

At least 4 200 Xhosa and 3 000 Basotho mineworkers fought with "everything they could lay their hands on," the spokesperson told. The SOWETAN yesterday

Four men were dis-

Sotho, Xhosa miners clash

10

week of a Lesotho worker by a Transkeian

Both the corporation's and police spokesmen confirmed that by last night the situation at the mine returned to normal while talks were in progress between the two factions and mine

DE

Meanwhile violence flared in most townships in the Transvaal and the trouble-torn Eastern Cape yesterday when police fired tear gas and rubber bullets at rioting youths who looted and burned buildings and a school

In Duduza near Ni-

FE

gel, police fired tear smoke to disperse hundreds of youths who stoned a bus ferrying Inkatha supporters going to a meeting at the local hall

The township was tense after a beerhall was looted, and a store belonging to an Inkatha member, a Mr

Mbele, was also looted. Streets were barricaded with stones by youths

In Cradock, Eastern Cape, extensive damage was caused when a private house was set alight by arsonists, according to a spokesman for the police directorate in Pretoria, Lieutenant J Barnard

Lt Barnard also said in KwaNobuhle, Uitenhage, and in Langa, a butchery and house were set alight. No body was arrested and no injuries were reported

In Adelaide, in the Eastern Cape, a school was set alight causing damage estimated at thousands of rands

Calm returns to OFS mine

THE situation at the President Steyn goldmine near Welkom, the scene of faction fighting which claimed the lives of 10 miners and left 12 others with serious injury remained calm yesterday.

A spokesman for the Anglo-American, owners of the mine, told The SOWETAN yesterday that mineworkers involved in the tribal unrest at the goldmine at the weekend had started returning to work in the morning

At least 10 miners were killed and 12 injured, four serious, when violence broke out

By JOSHUA RABOROKO

between Basotho and Xhosa tribesmen at the mine's shaft hostel

The fight apparently started after a Lesotho worker was fatally stabbed by a Transkeian last week, according to a spokesman for the corporation.

During the fight, workers used "everything they could lay their hands on" to attack each other

The corporation's spokesman also said the names of the injured and dead have not been released because their next-of kin have not been informed. The

names of the dead will probably be released this week

The Commercial Catering and Allied Workers Union (Ccawusa) has disassociated itself from the bombing of a Spar store in Durban last week

The bombing took place in the wake of a boycott of all Spar stores launched by the union following the dismissal of workers at the plant during last December.

"Ccawusa disassociates itself from this incident entirely," the statement said.

QUADRE

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SOWETAN 23/4/85

Miners get back to work

RDM

23/4/85

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(73)

MINEWORKERS involved in the tribal unrest which left 10 dead at Anglo American Corporation's President Steyn gold mine near Welkom at the weekend began returning to work yesterday, an Anglo spokesman said.

Monza race for Sarel

SOUTH AFRICAN

Mining union in 2 major disputes

Own Correspondent

JOHANNESBURG — A major clash between the National Union of Mineworkers and two leading mining houses, Anglo American and Gold Fields, loomed yesterday after the union declared disputes with both companies over their wage policies

The disputes affect 13 mines and, according to NUM, 220 000 workers are involved. A dispute is a first step towards a legal strike or an industrial court action

'Unilateral' increases

According to a NUM statement yesterday, the dispute with Anglo concerns rises which the corporation allegedly granted some monthly-paid workers in January. It affects eight mines and 154 500 workers. The union charges that these increases were "unilateral and selective"

This issue recently sparked a strike at Anglo's Vaal Reefs mines when workers demanded that a 10 percent rise allegedly granted to the monthly-paid workers be extended to all Anglo employees

The dispute with Gold Fields revolves around cash bonuses which it pays to miners on completion of their contracts or in terms of their next contracts. About 65 000 workers on five

mines are affected by this dispute. In both cases, the union charges that the companies have implemented pay decisions without consulting it

Confirmed

Both corporations confirmed yesterday that the NUM had declared the disputes but neither was prepared to comment on the union's charges. Anglo said it had nothing to say "at this stage" and Gold Fields said it was "considering the merits of the dispute"

In its statement, NUM charges that the increases which Anglo allegedly granted some workers are "discriminatory". It says the corporation has refused requests to extend the pay rises to all workers

It adds that worker dissatisfaction over Gold Fields' cash bonuses dates back to 1982 and that, since then, workers have tried to bring the issue to the corporation's attention "but they have never received much of a positive response"

The Anglo mines affected by the dispute are Vaal Reefs, President Brand, President Steyn, Free State Geduld, Western Holdings, Western Holdings Saaiplaas, Western Deep Levels and Elandsrand

The Gold Fields mines are Kloof, Libanon, Deelkraal, Driefontein Consolidated and Doornfontein

RDM 24/4/85 213

Mine union in dispute with mining houses

By STEVEN FRIEDMAN
Labour Correspondent

A MAJOR clash between the National Union of Mineworkers and two leading mining houses, Anglo American and Gold Fields, bloomed yesterday after the union declared disputes with both companies over their wage policies.

The NUM says the disputes affect 13 mines and 220 000 workers are involved. A dispute is a first step towards a legal strike or industrial court action.

According to a NUM statement yesterday, the dispute with Anglo concerns rises which the corporation allegedly granted some monthly paid workers in January. It affects eight mines and 154 500 workers. The union charges that these increases were "unilateral and selective".

This issue recently sparked a strike at Anglo's Vaal Reefs mines when workers demanded that a 10% rise allegedly granted to the monthly-paid workers be extended to all Anglo employees.

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this dispute. In both cases, the union charges that the companies have implemented pay decisions without consulting it.

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In its statement, NUM charges that the increases which Anglo allegedly granted some workers are "discriminatory". It says the corporation has refused requests to extend the pay rises to all workers.

It adds that dissatisfaction over Gold Fields' cash bonuses dates back to 1982 and that workers have tried to bring the issue to the corporation's attention but never received much positive response.

The Anglo Mines affected by the dispute are Vaal Reefs, President Brand, President Steyn, Free State, Geduld, Western Holdings, Western Holdings Saaiplaas, Western Deep Levels and Elandsrand.

The Gold Fields Mines are Kloof, Libanon, Deelkraal, Driefontein Consolidated and Doornfontein.

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Mining union in 2 major disputes

CAPE TOWN 24/4/85 (21) 713

Own Correspondent

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The disputes affect 13 mines and, according to NUM, 220 000 workers are involved. A dispute is a first step towards a legal strike or an industrial court action

'Unilateral' increases

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This issue recently sparked a strike at Anglo's Vaal Reefs mines when workers demanded that a 10 percent rise allegedly granted to the monthly-paid workers be extended to all Anglo employees

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Confirmed

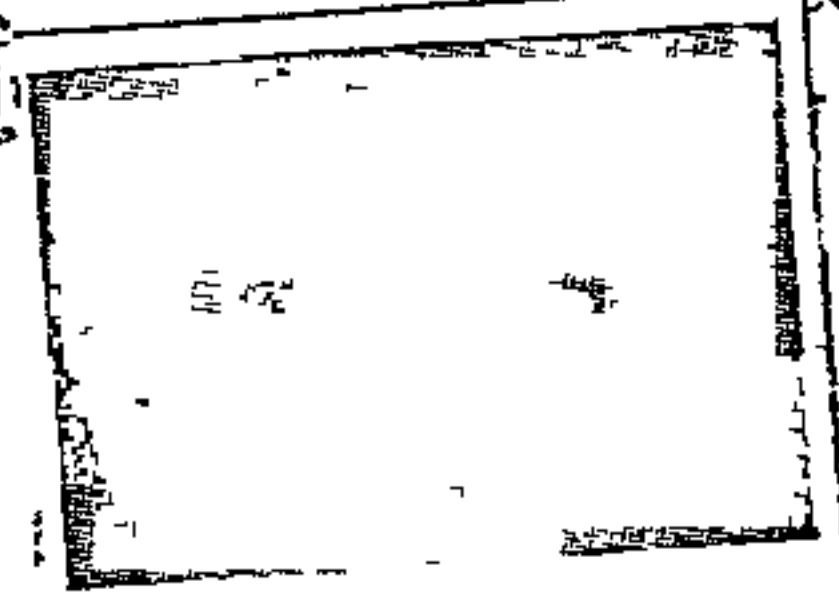
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The Gold Fields mines are Kloof, Libanon, Deelkraal, Driefontein Consolidated and Doornfontein



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'220 000 affected by mine disputes'

The National Union of Mine-workers (NUM) has applied for a conciliation board to settle disputes declared yesterday with Anglo American and Gold Fields

The NUM, which has more than 100 000 members, released a statement saying 13 mines and about 220 000 workers are involved

The dispute with Anglo American concerns the corporation's gold and uranium divisions

"The dispute revolves round the unilateral and selective granting of increases to certain monthly paid staff members in January," said the NUM

"The mines affected include

Vaal Reefs, President Brand, President Steyn, Free State Geduld, Western Holdings Division, Western Holdings Saaiplaas Division, Western Deep Levels and Elandsrand Gold Mining Company

"The number of employees affected by the dispute is 154 500. As a result of this discriminatory increment, there have been a number of work stoppages at Vaal Reefs where workers demanded that the increase of 10 percent be given to all employees in Anglo Corporation

"This demand has been refused by the corporation"

The Gold Fields mines affected

by the dispute, the NUM says, are Kloof, Libanon, Doornfontein, Deelkraal and Driefontein Consolidated and the number of employees involved is 65 000

The dispute relates to the payment of cash bonuses to black mine employees either on termination of contract or on re-employment

"The policy of Gold Fields has been that such bonuses are determined by group levels," said NUM

Since 1982 workers had tried to bring the problem to the corporation's attention but received little positive response

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Own Correspondent

JOHANNESBURG. — Anglovaal has fired more than 2 000 miners for striking at Hartebeesfontein, and Anglo American has fired about 400 workers at Vaal Reefs, amid continuing labour unrest on gold mines in the Klerksdorp area

At Hartebeesfontein, police reported that one miner had died after tear-smoke, rubber bullets and birdshot were used at 3am yesterday to disperse about 3 000 workers.

A spokesman for the National Union of Mineworkers (NUM) confirmed the death, and said that several other miners had been serious-

Miners fired in labour unrest

ly injured after management called police to the mine

An Anglovaal spokesman said the death was accidental — a man had jumped over a fence and "impaled himself" — and denied that management had called in the police

The NUM claimed yesterday that the mine's entire black labour complement of 18 000 were participating in the stoppage while Anglovaal claimed only 15 percent

of the total labour force of 16 500 was on strike

The NUM spokesman said the workers were demanding the reinstatement of four shop stewards who they said were dismissed without a hearing and without granting them the right to be represented by other shop stewards

"The shop stewards were driven out at gunpoint, and put on a security van which dumped them in Kroonstad," the

spokesman said "Then they were put on a train to the homelands."

Meanwhile, Anglo American yesterday dismissed about 400 workers at Vaal Reefs. A spokesman for Anglo American claimed the dismissed workers had been participating in go-slows, intimidation and working short shifts

He said the dismissals followed strenuous efforts over several weeks by the mine management to maintain normal working operations

More than 40 000 workers downed tools at Vaal Reefs in March, and Anglo American and the NUM have since been negotiating over the grievances

Court orders strikers to quit hostels

Violence as

mines fire

2 400 men

By PHILLIP VAN NIEKERK

ANGLOVAAL has fired more than 2 000 miners for striking at Hartebeesfontein, and Anglo American has sacked about 400 workers at Vaal Reefs, amid continuing labour unrest on gold mines in the Klerksdorp area.

At Hartebeesfontein, police reported that one miner had died after tearsmoke, rubber bullets and bird-shot were used at 3am yesterday to disperse protesting workers.

A spokesman for the National Union of Mineworkers (NUM) confirmed the death and said several other miners had been seriously injured after management called police to the mine.

A spokesman for Anglovaal said the death was "accidental", saying a man had jumped over a fence and "impaled himself". He denied management had called in the police.

The NUM claimed yesterday that the mine's entire black labour complement of 18 000 were participating in the stoppage, while Anglovaal claimed only 15% of the total labour force of 16 500 was on strike.

The spokesman said all the workers who were out — about 2 500 — had been fired for striking illegally, and said management had the "right to maintain law, order and discipline".

The NUM spokesman said the workers were demanding the reinstatement of four shop stewards who, they said, were dismissed without a hearing and without granting them the right to be represented by other shop stewards.

"The shop stewards were driven out at gunpoint, and put on a security van which dumped them in Kroonstad," the spokesman said. "Then they were put on a train to the homelands."

Anglo American yesterday dismissed about 400 workers at Vaal Reefs and a further 300 already fired workers were ordered to vacate their hostel accommodation by order of the Pretoria Supreme Court yesterday.

A spokesman for Anglo American claimed the dismissed workers had been participating in go-slows, intimidation and working short shifts underground.

He said the dismissals had followed strenuous efforts over several weeks by the mine management to maintain normal working operations.

Meanwhile, Vaal Reefs brought two separate actions against two groups of miners before Mr Justice L L Esselen in the Pretoria Supreme Court yesterday.

The judge issued a rule nisi on 264 miners to show reasons on May 7 why their contract of service concluded with the mining company should not be lawfully summarily terminated on April 23.

The miners were further ordered to vacate their accommodation on the mine premises.

Sapa reports that a statement issued last night by the police public relations division on the situation at the Hartebeesfontein mine said the number of blacks involved in yesterday morning's incident was 500 and not 3 000 as reported in the earlier police statement.

Police were not summoned by the mining authorities, but had acted to disperse an illegal gathering, the statement said.

RDM 27/4/85

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28/4/85
13 000 in
strikers
C. Tunis
pay-off

Sunday Times Reporter
ABOUT 13 000 black mine
workers are being paid off
this weekend at the South
Division of the Vaal Reef
Gold Mine, near Klerks-
dorp, after illegal strike
action

This was confirmed by an
Anglo American spokes-
man, Mr Neville Huxam
He said "Over the past
several weeks the mine
management has made
strenuous efforts to main-
tain normal operations in
the face of work stop-
pages, incitement and in-
timidation by irresponsi-
ble elements seeking to
create a climate of unrest.
"The mine management has
held ongoing discussions
with the National Union of
Mine Workers to resolve a
number of grievances"

Continued

However, Mr Huxam said, in-
timidation and work stop-
pages had continued
A spokesman for NUM said
"Our union is still in deli-
cate negotiation with
management over the
strike by 18 000 workers at
Vaal Reef South Gold
Mine

"The strike began after man-
agement's dismissal of 92
co-workers

"These negotiations have
been made difficult by
management's initial re-
luctance to negotiate with
the Union"

14 000 sacked miners go home

CAPE TIMES
29/4/85

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Own Correspondent

JOHANNESBURG. — Anglo American yesterday began returning more than 14 000 sacked workers from the Vaal Reefs gold mine to the Transkei, Lesotho, Swaziland, Mozambique and other Southern African territories by bus.

The workers, who were fired at the weekend in the country's largest-ever mass dismissal of workers, are being bussed out after a mass payout yesterday at the Ernest Oppenheimer sports stadium on the Vaal Reefs complex.

The workers were fired for taking part in industrial action which has reportedly cost Vaal Reefs, the world's largest gold mine, revenue losses of up to R25-million in the past few weeks.

The firings follow the mass dismissal of 2 000 workers at Anglovaal's nearby Hartebeesfontein mine on Friday night and could lead to a major showdown between the National Union of Mineworkers (NUM) and the mining houses.

A NUM statement last night said they were "horrified" by the dismissals and accused Anglo American of a breach of faith.

The giant mining complex, which is near Orkney in the Western Transvaal, was tense yesterday as rifle-wielding security guards blocked off entrances to the number three, seven, eight and nine shaft hostels.

Workers said teargas and rubber bullets were fired earlier during a meeting at the number eight shaft hostel, also the scene of unrest the previous day.

Workers said police fired rubber bullets as they were running in all directions, choking from tears and smoke. Some of their colleagues had been taken to hospital at the number six shaft.

One Swazi miner showed a swollen, bruised face, caused by a rubber bullet, he said.

Dispute

The mine management forbade the Cape Times correspondent to take photographs, to enter the hostels or to go near the stadium where the workers were being paid off.

About six weeks ago, almost the entire Vaal Reefs complex workforce — more than 40 000 workers — went on strike over the granting of increases to a small number of monthly-paid workers, and other grievances.

Unrest at the mine has been simmering ever since and last week the NUM declared a dispute with Anglo American for its refusal to grant the same increases to weekly

workers as were being paid to monthly workers.

The NUM yesterday claimed that hundreds of workers were fired last week for refusing to perform tasks which the Mines and Works Act stipulates should be reserved for white workers.

In a statement, the NUM said the fact that workers had been compelled to do these tasks without proper training and had been fired for refusing to do them had sparked the dispute at the end of last week which led to miners taking strike action.

The NUM also said workers had been dismissed without proper procedures, management had refused to compromise over the dismissals and provocative action by white officials had played a role in preventing the situation from returning to normal.

"Management's action is calculated to deal a devastating blow to the union. Had negotiations been held timeously, the whole situation would have been resolved," the statement said.

At a press conference yesterday, the managing director of Vaal Reefs

Own Correspondent

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At a press conference yesterday, the managing director of Vaal Reefs, Mr Theo Pretorius, said that after the strike in April the NUM had said it would guarantee that the situation at the mine would return to normal.

'Unfair'

By April 17, however, the go-slow situation had worsened and the NUM had not provided a "satisfactory" response to management's inquiries.

Mr Pretorius said management had "bent over backwards" during a five-week period, waiting for the NUM to do something about the situation.

● Meanwhile, miners said they were being forced to leave the mines — although they were prepared to work.

The miners said they had been unfairly dismissed after refusing to report for work on Saturday and Sunday.

"We are still prepared to work. What we were doing was merely to protest against the unfair dismissal of our colleagues. Now this!"

Anglo American set to lose R20-m

Union plans crisis talks as two mines sack 17 400

213
29/4/85

The 100 000-member National Union of Mineworkers has called an emergency meeting of its national executive to discuss action after the sacking of at least 17 400 miners from two mines at the weekend.

The sackings come against a background of mine unrest that is expected to cost Anglo American an estimated R20 million in lost production.

Although union officials are not saying what repercussions the weekend's events could have, the implications could be far-reaching and serious.

The numbers involved in the sackings are among the biggest in South Africa's history.

Anglo American held a press conference yesterday and said 14 400 miners had been sacked from the Vaal Reefs mine near Klerksdorp after strikes on Friday and Saturday.

A spokesman for the Anglo Vaal mining house said 3 000 miners had

By Sheryl Raine

been sacked from the Hartbeesfontein mine near Stilfontein, the number could grow, he added.

Mr Peter Gush, chairman of Anglo's Gold Division and of Vaal Reefs, said miners were already being paid off at about 60 an hour and it would take days to complete the process.

Hundreds of miners were streaming from the mine voluntarily to board buses home to the Transkei and Lesotho.

Mr Gush revealed that only 2 500 workers remained at Vaal Reefs' south division out of about 15 000.

The adjacent west division had lost 2 000 miners through sackings.

Mr Gush said it was difficult to say exactly how production would be affected but he estimated that at least one ton of gold valued at R20 million would be lost.

Recruiting to replace the sacked miners would

start immediately and applications from striking miners who had been fired would be seriously considered.

Anglo American claimed that management had bent over backwards to smooth things out in the last five to six weeks.

They said there had been intimidation of workers, approaches to the union and discussions about grievances with the union.

The weekend strikes, said Anglo American, were totally illegal and management had no choice but to sack the strikers.

The exact cause of the strikes at both Vaal Reefs and Hartbeesfontein and events at the weekend are the subject of a merry-go-round of claims and counter-claims from management and the union.

An Anglo American spokesman said the union declared a dispute over a wage demand last week and applied for a concili-

ation board. The union said it was horrified by Anglo American's decision to sack the 14 400 miners and added that the move was a breach of good faith.

The union accused Anglo American of provocation and said the dismissals were uncalled for and calculated to deal the union a devastating blow.

The union stated "The strike action by workers at Vaal Reefs South Division on Friday and Saturday arose because of management's decision to dismiss 700 workers who allegedly were disobeying instructions by refusing to perform duties which would be performed by white miners in accordance with Mines and Works Act."

"The Mines and Works Act provides that white miners who hold blasting certificates should charge the face after drilling operations."

"A number of black workers have been com-

elled to perform this function without proper training and remuneration.

"When workers complained about these practices, their grievances were ignored.

"Management reacted by summoning workers with a view of giving them a mass hearing and dismissing them."

The union claimed that management had refused to hold hearings at which workers could be represented.

The union repeated claims that strikers had been teargassed and locked in their hostels and that dogs had been used to control them during the strike.

A spokesman for Anglo Vaal, which owns the Hartbeesfontein mine, said shifts on Friday night, Saturday and Sunday had gone ahead as normal but that the 3 000 workers had been sacked for striking earlier last week.

He said that contrary to reports there had been

no injuries or violence at Hartbeesfontein.

"On Friday," said the spokesman, "police reported in error that they had been called upon by the mine to disperse a crowd of 3 000 rioters and had used buckshot and teargas."

"One man had died.

"Police later corrected the information and said a private concession shopowner called the police when 500 miners marched on his premises."

"Police dispersed the crowd and there were no injuries."

"A man died an accidental death at the mine when he fell from a fence and impaled himself on a pole."

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said it was difficult to obtain clarity on the man's death because the mine had been sealed off and union officials were not able to enter.

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ARGUS 29/4/85 (213)

Re-employment talks as the number of dismissed miners rises to 17 400

Argus Correspondent

JOHANNESBURG. — The number of miners dismissed from two mines following strikes at the weekend has risen to 17 400, but talks are underway to re-employ 2 000 workers at one of the mines

An Anglo Vaal mining house spokesman said the number of miners sacked from the company's Hartebeesfontein mine near Stilfontein had increased from 2 200 to 3 000 today

An Anglo-American spokesman, commenting on the situation at the company's Vaal Reefs mine near Klerksdorp, said 10 000 of the 14 400 fired miners had already left the mine and others would be leaving soon

About 2 000 of the workers had indicated that they wanted to go back to work. Management was talking to them about re-employment

BUSED HOME

Hundreds of miners are being bussed to the station at Potchefstroom while thousands are being bussed back to their homes in Transkei, Lesotho, Swaziland and other parts of South Africa.

The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, said the union would be continuing talks with management today and the NUM's national executive would meet tonight to discuss a course of action

The cost of the strike is estimated at about R20-million so far and involves the loss of about one ton of gold.

An Argus photographer who went to Vaal Reefs today had his film confiscated by security personnel. An Anglo American spokesman said there had been a management directive prohibiting photographs of anything on mine property "because camera work could be inflammatory".

Buslift

for fired 14 000

By PHILLIP VAN NIEKERK
and JEANETTE MINNIE

IN A massive buslift operation, Anglo American yesterday began returning more than 14 000 sacked workers from the Vaal Reefs gold mine to Transkei, Lesotho, Swaziland, Mozambique and other Southern African territories

The workers — who were fired at the weekend in the country's largest-ever mass dismissal of workers — were bussed out after a mass payout yesterday at the Ernest Oppenheimer Sports Stadium on the Vaal Reefs mining complex

The workers were fired for participating in industrial action which has reportedly cost Anglo American's Vaal Reefs, the world's largest gold-mine, revenue losses of up to R25 million in the past few weeks

The firings follow the mass dismissal of 2 000 workers at Anglovaal's nearby Hartbeesfontein mine on Friday night and could lead to a major showdown between the National Union of Mineworkers (NUM) and the mining houses

A statement by the NUM last night said they were "horrified" by the dismissals and accused Anglo American of a breach



Vaal Reefs miners in the bus on their way home to Swaziland yesterday.

which was also the scene of unrest the previous day

A Rand Daily Mail team was forbidden by management to take photographs, prevented from entering the hostels and not allowed near the stadium where the workers were being paid off

Of the more than 14 000 fired, 2 019 were from Vaal Reefs' west division and 12 380 were from the south division

Anglo American's Gold Division has already incurred revenue losses of up to R25-million and has lost at least a ton of gold in production during the past few weeks, after go-slow strikes and short shifts at Vaal Reefs

About six weeks ago almost the entire Vaal Reefs complex workforce — more than 40 000 workers — went on strike over the granting of increases to a small number of monthly paid workers, and a number of other grievances

Unrest at the mine has been simmering ever since and last week the NUM declared a dispute with Anglo American for

of good faith. The giant mining complex, which is near Orkney in the western Transvaal, was tense yesterday as rifle-wielding security guards blocked off the road entrances to the numbers Three, Seven, Eight and Nine shaft hostels

Workers reported that earlier in the day tear-moke and rubber bullets were fired during a meeting at the No 8 shaft hostel,

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14 000
go home
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From Page 1

its refusal to grant the same increases to weekly workers

The NUM yesterday claimed that 700 workers were fired last week for refusing to perform tasks which the Mines and Works Act stipulated should be reserved for white workers

In a statement, the NUM said the fact that black workers had been compelled to do these tasks without proper training and had been fired for refusing to do them had sparked the dispute at the end of last week which led to miners taking strike action

The NUM also said the 300 workers had been dismissed without proper procedures, and management had refused to compromise over the dismissals

At a Press conference yesterday the managing director of Vaal Reefs, Mr Theo Pretorius, said that after the strike in April the NUM had said it would guarantee that the situation at the mine would return to normal

By April 17, however, the go-slow situation had worsened and the NUM had not provided a "satisfactory" response to management's inquiries

Management waited until this week, however, before it began issuing "final warning" notices to employees that they should either return to work or face dismissal

To Page 2

Sackings from mines

now 17 400

By Sheryl Raine

The number of miners sacked from two mines after weekend strikes has risen to 17 400.

But talks are under way to re-employ about 2 000 at one of the mines.

A spokesman for the Anglo-Vaal mining house said the number sacked from the Har-tebeesfontein mine near Stilfontein had increased today from 2 200 to 3 000.

An Anglo American spokesman said of the situation at Vaal Reefs mine near Klerksdorp that 10 000 of the 14 400 fired miners had already left the mine; others would leave soon.

About 2 000 had indicated that they did not wish to leave the mine and wanted to go back to work. Management was talking to them.

Hundreds from the two mines are being taken by bus to Potchefstroom station.

Thousands are being taken home by bus to the Transkei, Lesotho, Swaziland.

TALKING

Mr Cyril Ramaphosa, National Union of Mineworkers general secretary, said the union would continue talks with management today and the executive would meet tonight.

The Anglo American spokesman said: "Everybody reported for work as usual this morning at Vaal Reefs."

"Production at the South Division of Vaal Reefs has stopped following the dismissal of about 12 300 out of 15 000."

"Number 3 shaft of the Western Division has been affected after dismissal of 2 000, but East Division is working normally."

The cost of the strike so far is estimated at R20-million and involves the loss of about one ton of gold.

Reporters from *The Star* were briefly detained today by security men and told they were trespassing. A photographer from *The Star* had his film confiscated.

An Anglo American spokesman said there had been a management directive banning photographs of anything on mine property.

He added: "We have had photographic teams and TV crews trying to get into the mine, hiring helicopters and climbing fences."

"They are trespassing."

See Page 13.

Mines sack 15 000 workers

By ALI MPHAKI

ABOUT 15 000 black miners were fired at two gold mines in the Western Transvaal for "illegal strike action" and more may be fired if no "genuine" excuse for missing work is made, a mining official said yesterday.

At the Vaal Reefs gold mine near Klerksdorp, about 13 000 black miners were dismissed. At the Hartebeesfontein gold mine, also near Klerksdorp, about 2 000 black miners were at the weekend moved out in buses after being paid off following a strike on Friday.

A man was killed at

the Hartebeesfontein mine on Friday when police used tear smoke, rubber bullets and birdshot to disperse about 500 miners who gathered outside mine property.

A police spokesman said police were acting to disperse an "illegal gathering" and had not been summoned by mine management.

A spokesman at the Vaal Reefs said the dismissals followed efforts by the mine management to maintain normal operations in the face of work stoppages, incitements and intimidation by "irresponsible" elements seeking to create a climate of disorder and unrest in the last few weeks.

At Hartebeesfontein a mine management spokesman said on Friday about 900 of the more than 2 000 night-shift workers had refused to go underground at 10 on Thursday night, and about 1 400 of the 7 000 dayshift workers did not go underground on Friday morning.

He said checks were being made on those who might have a genuine excuse for missing work, but those who had joined an illegal strike would be dismissed.

Grievance procedures had been ignored and no official approach had been made to management, he said, so the mine had no idea what the strike was about.

A spokesman for Anglo American Corporation said yesterday that the situation at the Vaal Reefs was "peaceful" and the mine was arranging for the mineworkers to be paid, "giving them the relevant documentation" and arranging transport for those who intend returning home.

At the Hartebeesfontein mine the situation was also reported to be peaceful. "It is all quiet at the moment", a spokesman said.

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CMT Times 29/4/85

Teargas fired at Anglo miners

Own Correspondent

JOHANNESBURG — Anglo American representatives could not give an unequivocal assurance at a press conference yesterday that no incidents of violence had taken place at Vaal Reefs mine yesterday.

The chairman of Anglo's gold division, Mr Peter Gush, and his colleagues had difficulty replying to allegations that men in camouflage uniforms and helmets fired teargas at a hostel.

"We definitely did not call in the police but the mine security would be present," said the manpower director, Mr Kallie van der Colf.

The Anglo press conference team did not know, however, whether mine security used teargas or wore camouflage uniforms.

Late last night an Anglo spokesman told Sapa that mine security officials at Vaal Reefs had fired tear-smoke and rubber bullets to disperse "intimidators" who had been blocking access to one of the mine hostels.

The spokesman said investigations had revealed that mine security officials had used tearsmoke and rubber bullets once yesterday.

The tearsmoke and rubber bullets had been fired "indirectly" and had not been aimed at people, the spokesman said. No injuries were reported.

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Giant unions threaten Anglo over sackings

Cape Times 30/4/85

Own Correspondent
JOHANNESBURG — Three of the leading trade union federations in the West have threatened action against Anglo American over the sacking of more than 14 000 migrant gold miners at the weekend

They are the 82-million-strong International Confederation of Free Trade Unions (ICFTU), the Miners' International Federation (MIF) and the British Trade Union Council (TUC)

In a telex to Anglo headquarters yesterday, the ICFTU demanded that Anglo reinstate the workers and negotiate in good faith with the NUM. It said it was considering targeting the company for international worker action and condemned it for victimizing "those who were demanding genuine trade union rights"

Similar telexes deploring the dismissals were

sent from the MIF and the TUC who warned that British workers would readily respond to calls for action

Mr Joe Foster, general secretary of the Federation of South African Trade Unions (Fosatu), said Fosatu was "completely and utterly dismayed" at the dismissals which could have "devastating consequences"

The Progressive Federal Party spokesman on manpower, Dr Alex Boraine, yesterday described the sackings as "extremely disturbing"

More than 14 000 workers were dismissed for striking at the Vaal Reefs gold mine near Klerksdorp. Another 3 000 workers were fired at Anglo Vaal's nearby Hartebeesfontein mine at the weekend

● Sapa reports that the situation at Vaal Reefs and Hartebeesfontein was "peaceful" yesterday

An Anglo American

spokesman said last night that more than 11 000 sacked workers had already left by bus for their homes. The remaining 3 000 were also expected to leave last night

Re-employment

The spokesman said that after seven hours of talks with the NUM yesterday, Vaal Reefs management had "agreed to give preferential consideration to employing previous employees of the mine"

"Management wishes to re-establish normal operations on the mine as soon as possible and asked the union for their co-operation in the elimination of intimidation, violence and lawlessness"

An Anglovaal spokesman said the sacked 3 000 Hartebeesfontein workers would also be considered for re-employment

However, an NUM spokeswoman said last night that agreement had been reached in talks with Vaal Reefs management that "all the dismissed workers will be re-employed"

"The procedure of re-employing them will be discussed and finalized between union and management at further meetings," she said

The process of re-employment "will be speeded up and those workers living in mine married quarters will not be evicted, pending their re-employment"

● Leading article, page 10

30/4/85 Spar

(213)

~~213~~ Spar



²¹³
 Mine HQs
 rocked ⁽²¹³⁾
 by ⁽²¹³⁾ bombs ⁽²¹³⁾

From Page 151

and the precise targets leave little doubt about a motive to unsettle any peace initiatives," said an executive who did not want to be named

HUGE FLAME

A security guard, Mr Johannes van Niekerk, heard the first blast — apparently in the Anglovaal building — and moments later he saw the second explosion in the Anglo American building.

"I just saw a huge flame and then glass rained down around me," he said

Early today Maclaren Street was still cordoned off. Workers were carrying rubble from the damaged front office of the Anglovaal building

The Fox Street pavement across the road was also cordoned off

Window panes of at least six shops facing the Anglo American building in Fox Street were shattered by the blast. At a hairdressing salon, Miss Wendy Haslam, Miss Sweetness Nocaqwe (left) and Mrs Ivy Molebatsi, sweep away broken glass.

FILE

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Sacked ⁽²¹³⁾ workers to be given ^{Star} preference ^{30/4/85}

By Mike Siluma

After a meeting lasting several hours last night, the National Union of Mineworkers (NUM) and Anglo American agreed that preferential treatment would be given to reapplication for jobs by some of the 14 000 miners dismissed from Vaal Reefs at the weekend.

The management did not indicate how many would be considered for re-employment.

At the same time the union said negotiations with Anglovaal management, owners of the Hartbeesfontein mine where about 3 000 were fired, had been "positive" and would continue today.

The procedure for the re-employment of the fired miners would be discussed at further meetings with Anglo American, an NUM spokesman said.

An Anglovaal spokesman said earlier today applications by dismissed employees would be given preferential treatment.

MINES QUIET

The situation at Vaal Reefs and Hartbeesfontein was described as quiet by management.

The Anglovaal spokesman said the last of the dismissed miners would probably leave the mine premises today.

The effect on production had been minimal, he said, and recruitment was now taking place to bring the black workforce back to its establishment of 16 500.

The workers at both mines were dismissed following alleged illegal strikes last week.

The strikes were described as the last straw after weeks of unsuccessful management-union negotiations over pay claims and work practice disputes.

● The Staff Bureau in London reports trade unions representing millions of workers throughout Britain and Western Europe are aghast at the sackings and have sent strongly worded messages of protest to Anglo American and the management of the Vaal Reefs mine.

● See Page 19.

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"Thermal
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Sheet

RDM 30/4/85 213

Coal box a haven as impi rampaged

RDM 30/4/85 213

IT HAD been a frightful late afternoon on August 25, 1976, when a massive impi of Mzimhlophe hostel dwellers, armed with sticks, assegais and pangas charged through the streets, breaking up homes

But as the chanting "warriors" flooded the Mzimhlophe, Meadowlands and Orlando West streets, singing war-like songs, it was not only young township men who had to flee from them — women, men and children had to run to safety

Some ran to deeper townships like Dobsonville Mofolo and Dube Others simply went to the Meadowlands police station, asking for protection

As night fell, rumours did the rounds in the three townships that the impi was planning to launch a full scale attack on them Township residents believed there could be some substance to the rumours following events which took place during that day

The events included the reported cruel killing of a hostel dweller who had allegedly been thrown through the window of a moving train near Mzimhlophe railway station, the general molesting of the hostel dwellers on their way home after failing to heed a call to stay away from work and the burning of some houses by angry youths during the day

The township residents, mainly at Dube, made house-to-house calls to prepare a strategy for defence. They wore white arm-bands as a form of distinguishing themselves from the armed hostel-dwellers

Armed with knives, pangas, axes, picks, shovels and sticks the township residents were ready for confrontation with the hostel-dwellers

As midnight approached, we checked my Orlando West home which is situated about 800m from Mzimhlophe hostel I told them what the Dube residents

GABU TUGWANA



GABU TUGWANA ...
"warriors flooded the streets"

were doing to defend themselves and their property They told me they had not heard of any such arrangements at our area

We then drove to Mzimhlophe The streets were quiet and lonely The residents did not know of any plans to repel possible attacks

The early morning breeze was painfully cold Dogs were barking Then there was the racket of breaking furniture and glass Screams of agony abounded

The noise came from the direction of the hostel, some 200m away from where I was

At last, reports of an impi attack were confirmed by the fleeing people

They warned "Lock your doors Using furniture to block the doors will not stop the attackers"

The attackers were determined to get their targets — mercilessly hacking young men down with axes, pangas and blunt instruments — or, so said people who had made apparently miraculous escapes from the mob

I did not believe it Not that I thought it was a lie — it just sounded too gruesome to be true And, as a newsman, I thought I should devise some means of confirming the reports

At first, I thought a lavatory might be safe I thought of climbing onto a rooftop But I was so cold I thought I would not make it I may as well have run away — but stopped short of it when I realised that I did not know how much ground was covered by the invading impi

Then I thought of a coal box Yes, this looked an ideal place for hiding It offered more than just safety for me, but also the closest glimpse of the attackers — if only I survived

I heard more barking and screams As I peeped through the holes of the box, I saw a man in a car, which was camouflaged similarly to those used by riot police throughout the unrest

He said in Zulu through a loud-hailer "You were warned not to continue damaging houses They are the property of the West Rand Administration Board If you damage the houses, you will force us to take action against you You have been ordered to kill troublemakers only"

I froze I felt perspiration flowing down my forehead I must have passed out because when I regained consciousness, I heard birds chirping outside I peeped through the hole, and it was almost daybreak

I heard more screams I pushed open the box, glancing outside to see if the impi was still there I could see nothing As I emerged from the box I saw three men lying in a pool of blood Later as I went to more places, I saw more such bodies And I learned they were the victims of the impi attack

The sight of those dead faces was ugly — and moving It's a memory I will always carry with me.

Unions plan action against giant Anglo

By PHILLIP VAN NIEKERK
IN an unprecedented display of international trade union solidarity with South African workers, three of the leading union federations in the West have threatened action against Anglo American over the weekend sacking of more than 14 000 migrant workers.

They are the 82-million strong International Confederation of Free Trade Unions (ICFTU), the Miners' International Federation (MIF) and the British Trade Union Council (TUC). And Mr Joe Foster, general secretary of the Federation of South African Trade Unions, said Fosatu was "completely and utterly dismayed" at the dismissals which could have "devastating consequences".

The International Metalworkers' Federation (IME) also sent a message of solidarity to the NUM yesterday and a telex to Anglo. The sackings have drawn

International anger over mine firings

widespread international interest and have come at a sensitive time in South Africa's battle against international moves to disinvest from the country.

The ICFTU has demanded that Anglo reinstate the workers and negotiate in good faith with the NUM and is considering targeting the company for international worker action.

In a strongly-worded telex to Anglo headquarters yesterday, the ICFTU ap-

pealed for the workers to be immediately reinstated and condemned Anglo for victimising "those who were demanding genuine trade union rights".

Similar telexes deploring the dismissals were sent from the MIF and the TUC who warned that there was a great deal of sensitivity in Britain about developments in South Africa and British workers would

To Page 2

Anglo action is deplored

readily respond to calls for action

Mr Pierre Bernede, the international officer of the MIF, which represents miners in 35 countries, said their affiliates would be prepared to take action against Anglo American if negotiations failed.

The workers were dismissed for striking at Anglo's Vaal Reefs gold mine and along with 3 000 workers fired at Anglovaal's nearby Hartebeesfontein mine at the weekend, bring the tally of fired miners to almost 18 000.

The Chamber of Mines' recruiting arm, the Employment Bureau of Africa (Teba), yesterday began recruiting replacements for the sacked workers though an Anglo spokesman said they would give preference to re-employing sacked workers.

A labour pool estimated at 300 000 unemployed workers in the rural areas of Southern Africa could be drawn on to replace the fired workers, though the period of acclimatisation and training could severely affect production.

Anglo American management was locked in negotiations yesterday with the NUM, who are demanding the reinstatement of the workers.

An Anglo statement last night denied the NUM allegations and claimed management said the work they had refused to do was in their contracts, was legal in terms of the Mines and Works Act and they had been trained for it.

The statement said 11 000

From Page 1

workers had left the mine by yesterday afternoon and the rest would be leaving in the evening. The situation at the mine was quiet.

MIKE PITSO reports from Maseru that several hundred Basotho migrant workers started arriving in Maseru from Vaal Reefs yesterday, and some were being flown home to the remote mountain areas of the country.

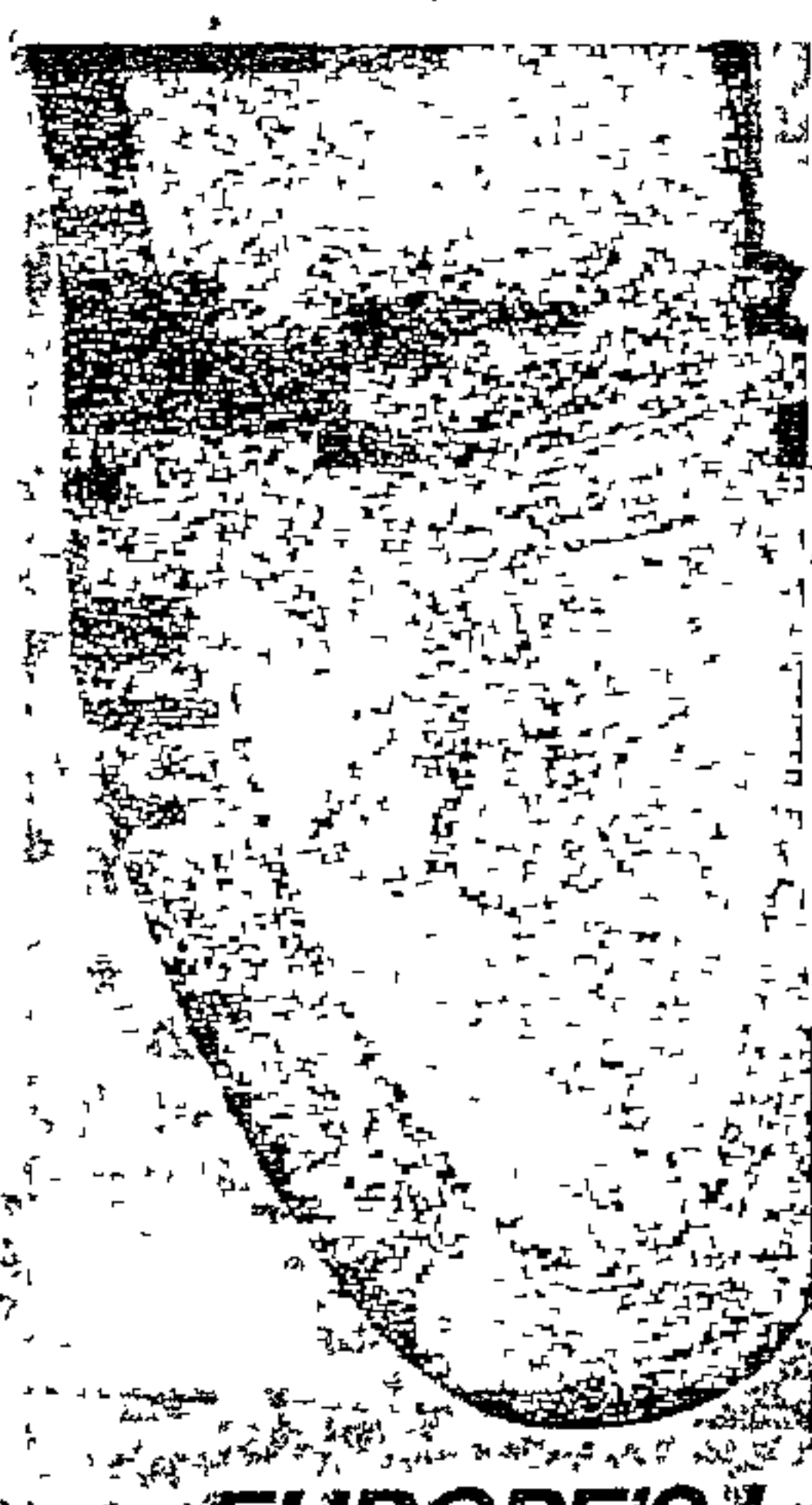
The Lesotho Minister of Agriculture Mr Peete Peete said the expulsion of the mineworkers — of whom an estimated 3 000 were from Lesotho — would seriously aggravate the unemployment situation in his country.

● The Progressive Federal Party has described the sackings as an "extremely disturbing" move that would have far-reaching implications for the gold mining industry.

"Clearly, when labour problems result in disturbances and wholesale sacking, there can be no winners," Dr Alex Boraine, the PFP's spokesman on manpower, said in a statement yesterday.

"It is especially worrying that the differences between workers and management could not be resolved through normal industrial relations channels. This does not augur well for the future."

POLITICAL comment in this issue by F A Gibson newsbills by Patrick Carfax Paul Holroyd headlines and subediting by Bryan Pearson, cartoons by David Anderson all of 171 Main Street, Johannesburg



EUROPE'S

213

30/4/85

WEOA

RDM

WEOA

Bombs blast mining house HQS

By Michael Chester
and Chris Steyn

Bomb blasts rocked the head offices of the Anglo American and Anglovaal gold mine empires in Johannesburg during the night — within hours of agreements being reached in new peace talks with black trade union leaders.

The blasts are believed to have been caused by powerful Russian limpet mines. They exploded almost simultaneously at about 12.30 am.

It is understood that the police are considering a theory that the militants launched their attacks before the news of the fresh peace pacts had filtered through from talks which had lasted until late evening.

The National Union of Mine-workers today formally disassociated itself from the bomb attacks. No one has claimed responsibility.

There were no injuries in the attacks, but extensive damage was caused to several floors of

both office blocks and to shops facing the buildings along Fox and Maclaren streets.

Investigations were under way today by Security Police.

The first blast was caused by a limpet explosive device placed at the Fox Street rear entrance of Anglo American Corporation's gold and uranium division which runs the Vaal Reef gold mine where 14 000 black miners were sacked at the weekend.

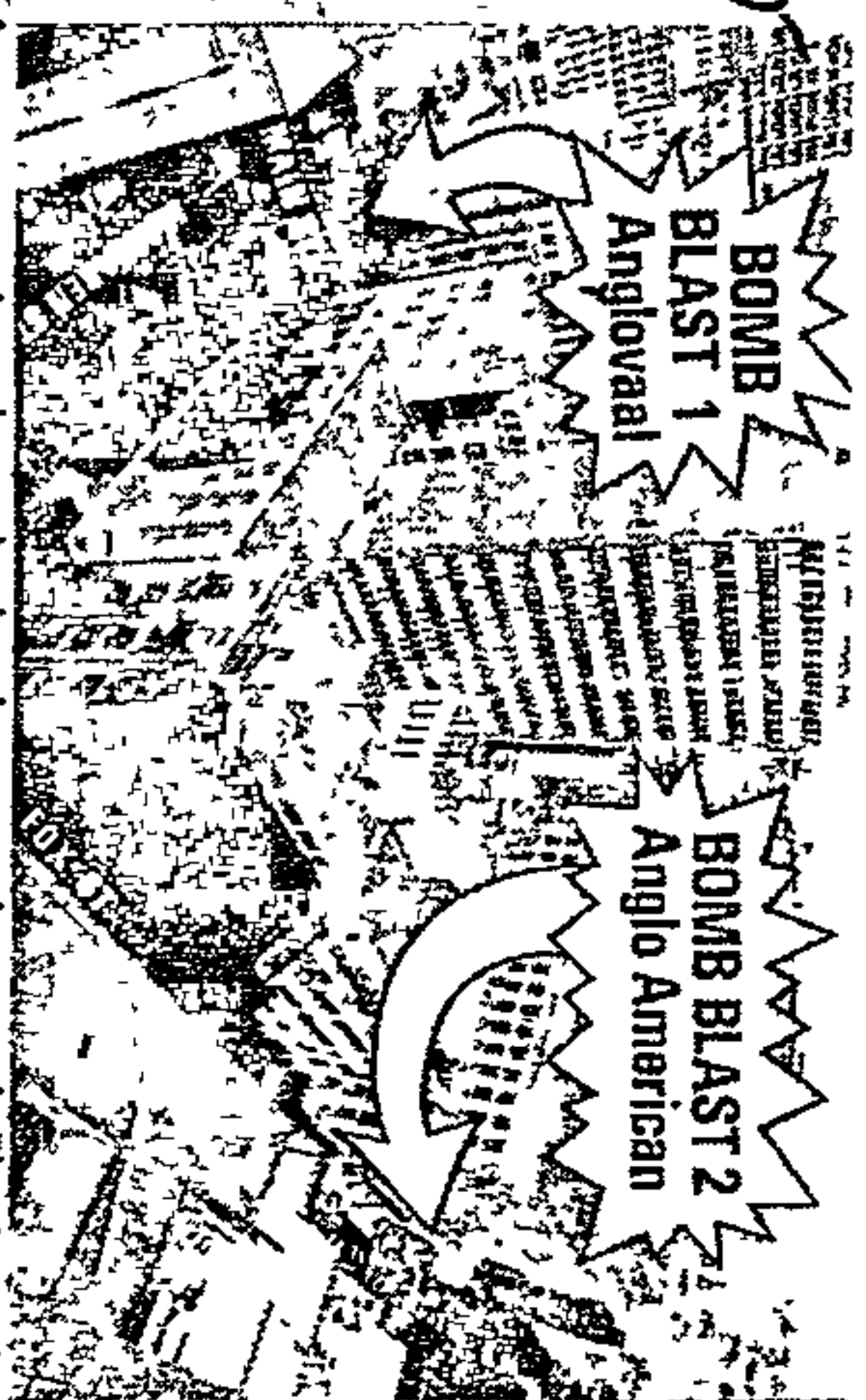
The second blast was trig-

gered at the entrance to the Anglovaal building at the corner of Maclaren and Main streets. Anglovaal has also been in sharp dispute with the National Union of Mineworkers (NUM) over the dismissal of 3 000 workers at its Hartbeesfontein gold mine.

Company executives suspect a connection between the blasts and the disputes.

"The timing of the attacks

● To Page 3, Col 8



Arrows pinpoint where the bombs were detonated. The imposing main entrance to the Anglo American Corporation head office, more than a block away at 44 Main Street, was unscathed.

Argus 30/14/85

'Russian limpet mines' blast Reef offices

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Argus Correspondent

JOHANNESBURG — Bomb blasts rocked the head offices of both the Anglo American and Anglovaal gold-mining companies here early today — hours after agreements were reached in new peace talks with black trade union leaders

Sapa reports that police are now certain the explosions were caused by "limpet mines of Russian origin"

They exploded within minutes of each other about 12.30am. No one was injured

The police are considering a theory that militants attacked before news of peace in the goldfields had filtered through

REAR ENTRANCE

Extensive damage was caused to several floors of both blocks and to shops facing the buildings in Fox and Maclaren streets

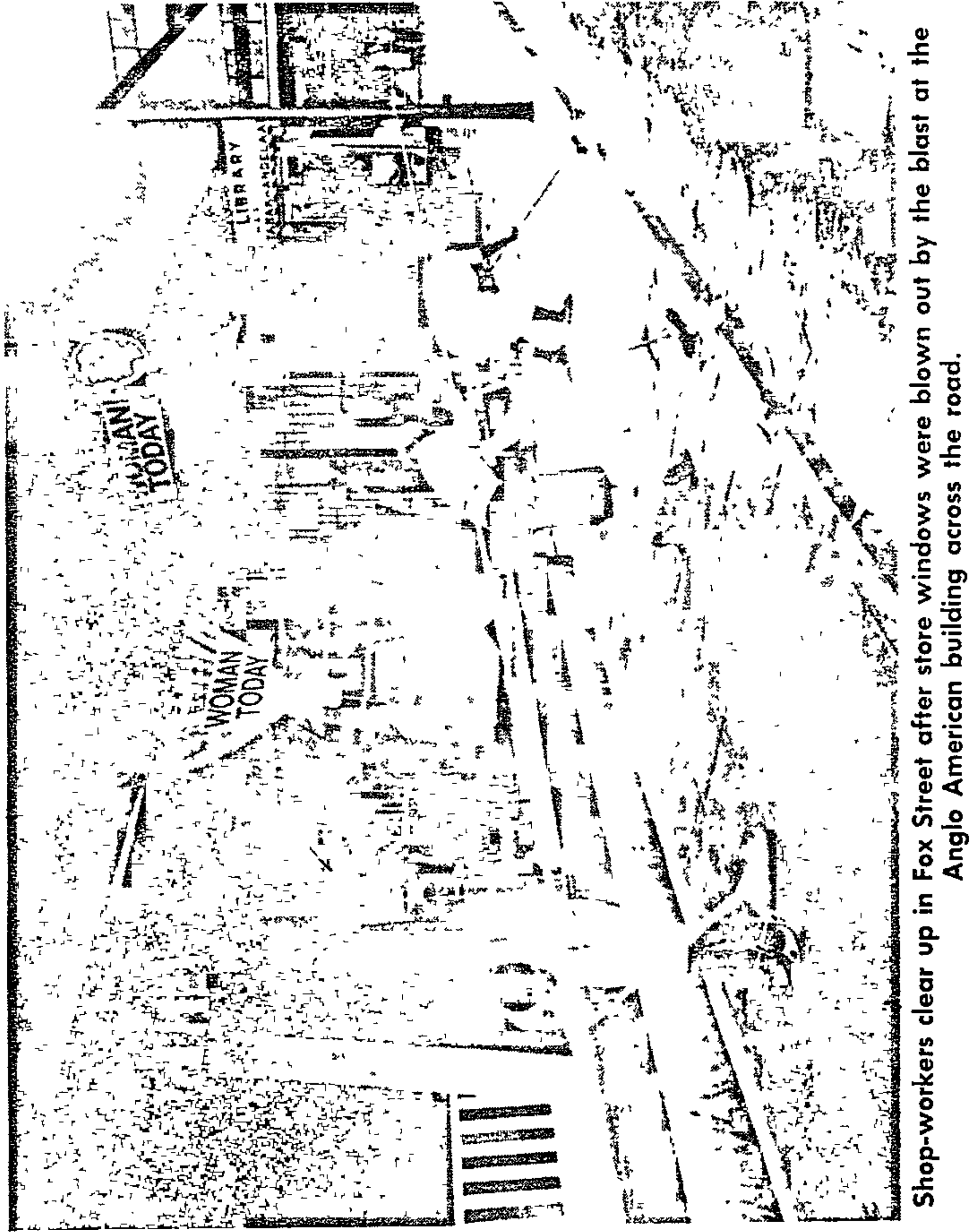
The first blast was caused by a limpet mine placed at the Fox Street rear entrance of the Anglo American Corporation gold and uranium division which runs the Vaal Reef gold mine where 14 000 black miners were sacked at the weekend

The second blast went off at the entrance to the Anglovaal building at the corner of Maclaren and Main streets. Anglovaal has dismissed 3 000 workers at its Hartheerston ten gold mine near Stilfontein

"HUGE FLAME"

The two buildings are about 250m apart. A security guard, Mr Johannes van Niekerk, heard the first blast — apparently in the Anglovaal building — and moments later he saw the second explosion in the Anglo American building. He said "I just saw a huge flame and then glass rained down around me"

Anglo American and Anglovaal have reached an agreement with the National Union of Mineworkers that applications for re-employment from dismissed workers will be given preferential consideration



Shop-workers clear up in Fox Street after store windows were blown out by the blast at the Anglo American building across the road.

Fired miner would get 'preferential treatment'

Own Correspondent

AFTER a meeting lasting several hours last night, the National Union of Mineworkers and Anglo American agreed that preferential treatment would be given to re-application for jobs by some of the 14 000 miners dismissed from Vaal Reefs at the weekend.

The management did not give a figure as to how many would be considered for re-employment.

At the same time, the union said negotiations with Anglovaal management, owners of the

Hartbeesfontein mine where about 3 000 were fired, had been "positive" and would continue today

The procedure for the re-employment of the fired miners would be discussed at further meetings with Anglo American, a Num spokesman said.

An Anglovaal spokesman said earlier yesterday that applications by dismissed employees would be given preferential treatment

The situation at Vaal Reefs and Hartbeesfontein was described as "quiet" by management

The Anglovaal spokesman said the last of the dismissed miners would probably leave the mine premises yesterday.

He said recruitment of new staff, which had begun as soon as the discharges took effect, would continue

Workers at both mines were dismissed following alleged illegal strikes last week

Sowetan 1/5/85

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EXPLOSIONS ROCK MINE HOUSES

EXPLOSIONS rocked buildings in Johannesburg early yesterday of two gold mining companies involved in a dispute over thousands of black mine workers who have been sacked.

Police liaison officer for the Witwatersrand, Colonel Fred Bull, told Sapa the explosions ripped through buildings belonging to the Anglo-American Corporation and Anglo-Vaal.

There were no deaths or injuries. The blasts took place at about 12.30am.

One blast was at an Anglo-American building in Fox Street and the other at a building belonging to Anglovaal in McLaren Street.

Reporters on the scene said the Anglo-American building was the corporation's headquarters, but Colonel Bull made no mention of this in his official statement.

Police

Damage was limited to the glass doors and windows of both buildings and the glass doors and windows of surrounding buildings and shops, Colonel Bull said.

He did not specify the explosive devices used, although police on the scene earlier told Sapa they suspected limpet mines had been used.

Police did not immediately link the mine disputes and the explosions.

Police cordoned off the blast area and dozens of nightshift workers from surrounding buildings rushed to the scene.

One security guard, Mr Johannes van Niekerk, heard the first blast — apparently in the Anglovaal building — and moments thereafter he saw the second explosion in the Anglo-American building, he said.

"I just saw a huge flame and then glass rained down around me."

The blast could be heard as far away as New Doornfontein.

Police at John Vorster Square in Johannesburg heard the blasts and immediately sent out patrols to investigate.

Agreement

Ambulances, civil defence officials and senior police officers rushed to the scene once the blast area was located.

"Glass was everywhere, it was like a carpet on the street. If anyone had been standing in the vicinity when it (the blasts) happened, they would have been cut to shreds," a reporter said.

Agreement was reached between Anglo-American and the National Union of Mineworkers (NUM) that all 14 000 Vaal Reefs mineworkers dismissed for striking illegally would be given the opportunity of being re-employed, NUM said hours before the blasts.

A spokesman for Anglo-Vaal, owners of Hartebeesfontein near Stilfontein, where 3 000 strikers were discharged, said before the explosions the men would also be considered for re-employment — Sapa.

• See Page 3

Wed 1-85
 [Handwritten signatures and scribbles]

ANC view
of blasts

LUSAKA — The African National Congress (ANC) said today that its guerillas were probably responsible for bomb attacks on two of South Africa's leading gold mine companies in Johannesburg yesterday.

An ANC spokesman said "Our assumption is very strongly that these attacks were carried out by Umkhonto we Sizwe (Spear of the Nation, the ANC's military wing)"

The spokesman said that members of the group act from within with wide discretion and he was, therefore, unable to state categorically that ANC guerillas were responsible — Sapa-Reuter

Cap Times 1/5/85
Executive
links blast

to firings

Own Correspondent

JOHANNESBURG — It was "business as usual" at the headquarters of Anglo American and Anglovaal which were rocked by limpet mines early yesterday after the companies fired more than 17 000 black workers at the weekend

The blasts caused extensive damage but no injuries

Neither police, Anglo spokesmen nor the Chamber of Mines were prepared to speculate on whether the explosions were linked to the mass firing. However, one executive source in the mining community said there seemed to be a "logical" connection between the two

The Anglo source said the explosions would in no way affect negotiations with mine workers

● Meanwhile, Anglo's Vaal Reefs mine has be-

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To page 2



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gun rehiring the sacked workers, though the mine's south division is not expected to return to full production for several weeks

Anglovaal, which fired about 3 000 workers at its Hartebeesfontein mine at the weekend, has agreed to meet the National Union of Mineworkers (NUM) on Friday to discuss the dismissals

Wage talks

An Anglo spokesman said there would be no conditions on rehiring and that dismissed workers would be given preference — a process which is being monitored by the NUM

With the industry's annual wage talks for black miners due to begin next week, the dispute has highlighted an issue which is likely to be high on the agenda — racial job reservation on the mines

The NUM has said that the industrial action which led to the weekend firings was sparked by black miners refusing to do tasks reserved for white miners in the Mines and Works Act

The union is demanding the abolition of job reservation, and this is likely to be a central plank in their negotiations with the Chamber of Mines

Notices

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday that the mining industry was "riddled" with contraventions of the act and the NUM was now putting out notices to all members to refuse to do this work

Some mines have exemptions for blacks to do the work of white miners, but the NUM claims that there are numerous small tasks reserved for whites which are routinely being done by blacks, who are neither trained nor paid for it

The tasks mainly centre on the preparation and supervision of blasting underground

TV 1, 2 & 4 tonight

- 3 57 Programme Schedule**
4 00 News
4 08 Teachers Only Otherwise Engaged Shari, worried that she's the only one of her contemporaries not yet married, openly plots to inveigle Mr Cooper into a proposal Diana, however, finds out that Shari really loves Cooper and would like an honest proposal
4 32 Harry's House II
4 42 Tom And Jerry
4 57 Hand In Hand
5 02 The World Of Tomorrow Values Personal values are important when a career choice is at stake What do you want from a job — security, money or power?
5 23 Pop Shop Tonight's line-up includes Wham!, Ultravox, Bananarama, Culture Club, Spandau Ballet, Duran-Duran, U2, Paul McCartney, Phil Collins and Bandaid
5 55 Take Kerr
6 00 News
6 14 A Better Mousetrap
6 21 Sportsvision The Portuguese Grand Prix in Estoril
6 58 Midweek. A special report on AIDS and a short look at the disc jockeys in the United States
7 31 Three's Company A Friend In Need Jack fills in for Felipe at the restaurant and is so good that he impresses a Mafioso customer He is ordered to replace Felipe permanently, but they are good buddies, so Jack refuses
8 00 Nuus
8 29 Weer
8 37 Nuusfokus
8 50 Die Buddenbrooks. Episode 3 The Buddenbrooks a one of Lubeck's leading families and this puts both Antonie and Johan in agonizing situations
9 13 Kunskaledoskoop
9 42 Arbeidsverhoudinge In Die Alledaagse Bedryf Dissiplinêre Prosedure
10 00 Musiek En Die Mens Die Revolusionêr In 1770 in Bonn, Ludwig van Beethoven, a giant among classical composers, was born Tonight we learn about his life and works
11 00 Nuus
11 15 Dagsluiting
11 20 Die Pawlaks The mining accident ruins Krechting and the controlling shares of the mine are sold Karl and Fritz decide to leave the mine and make wooden shoes Karl wants to talk to Elli about their future — but has he not left it too late? This is the final programme

TV2

- 5 45 Prologue**
5 50 Masidlale (Educational)
6 02 Ikhaya Labantwana (Educational)
6 14 Uchunge-Chunge Lomculo Music competition based on all TV2 music programmes
6 32 Ezemidlalo. Piet Crous's celebration party after he retained his WBA junior heavyweight title, a weekend sports preview, the Boxer of the Month Competition and an interview with boxer Arthur Mayisela
7 00 News
7 12 Ezisematheni/Undaba — Mlonjeni (Magazine)
7 24 Jikelele (Magazine) Happenings in Durban and the Transvaal
8 10 Sanford And Son (Comedy)
8 38 Irafu-Indlela Entsha Yobomi (Tax In Our Society)
9 00 News
9 22 Weather
9 25 Epilogue

TV4

- 9 33 The Yellow Rose** Divided We Fall The Champion clan struggle to keep their ranch out of the hands of a

Vaal Reefs explains why 14 400 workers were fired

Argus Correspondent

JOHANNESBURG — The Vaal Reefs Exploration and Mining Company has issued a statement on the dismissal of 14 400 mineworkers from the south division of the mine last weekend

The statement was issued last night, partly in response to messages sent to the Anglo American Corporation, owners of Vaal Reefs, by a range of international labour organisations

Telexes condemning the dismissals have so far been

received from the International Confederation of Free Trade Unions, the British Trade Union Council, the Swedish Miners' Union, the Associated Mineworkers' Union of Zimbabwe and the Canadian Labour Congress

"Management's primary concern in making the decision to dismiss, with all the serious labour relations and lost production consequences this entails, was to prevent further disorder and possible violence on the mine," the statement said

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(213) Stan 3/5/85
Vaal Reefs: why we sacked miners

By Sheryl Raine

The Vaal Reefs Exploration and Mining Company has issued a three-page statement in which it regrets and explains last weekend's sacking of 14 400 miners. The statement comes partly in response to telexes sent to the Anglo American Corporation, owners of Vaal Reefs, by international labour organisations. Telexes condemning the sackings have been received from the International Confederation of Free Trade Unions, the British Trade Union Council, the Swedish Miners Union, the Associated Mineworkers Union of Zimbabwe and the Canadian Labour Congress. The statement said plans to bring the south division back into production were being drawn up. It added "Management's primary concern in making the

decision to dismiss, with all the serious labour relations and lost production consequences this entails, was to prevent further disorder and possible violence on the mine. "Many normal mine functions had been disrupted and serious tension was developing between different groups of employees". The company's countdown of events included:

- Wildcat stoppages in the form of half shifts from March 18
- A pattern of go-slow work practices, half shifts and disruptions of normal working procedures at the three Vaal Reefs mines
- Claims of deliberate interference with normal operations affecting the safety of employees
- Disruptions over six weeks

The statement went on that management said it made every effort to establish the nature of grievances and met the National Union of Mineworkers. On April 22 an appeal was made to workers to return to work and they were warned of the consequences of further disruption. Further grievances were raised by a group of workers concerning the performance of jobs reserved in the Mines and Works Act for whites. Management explained the situation and pointed out that these jobs formed part of the workers' contracts and did not contravene the Mines and Works Act. Wildcat strikes continued. The statement said "The event which culminated in this large-scale dismissal was the refusal of the entire shift to work from the night of April

26
"At this stage management were not aware of any further unresolved grievances. "Striking workers made no attempt to articulate new grievances or to negotiate. "Management requested workers to go on shift. "A time limit was then set for a return to work and those who failed to respond were dismissed". Although the South African Police were not involved, mine security in two incidents used teargas on a section of workers barring access to and from a hostel. Vaal Reefs said it was determined to encourage development of the trade union movement and relied on the National Union of Mineworkers to play a responsible role. The union could not be contacted for comments on the statement.

SACKED!

THE mass dismissal of more than 17 000 workers from two mines in the Transvaal has brought a flurry of condemnatory telexes from international and local labour organisations to the Anglo American Corporation and Anglo Vaal. **SHERYL RAINE** takes a look at the merry-go-round of claims and counter-claims that surround the dismissal debacle.

Why the mineworkers went

W/E ARGUS 4/5/85 (213)

JOHANNESBURG. — To uninitiated outsiders, industrial relations experts and hardline trade unionists the decision by two of South Africa's mining giants to sack 17 400 workers has been met with shock, perplexity and dismay.

Even now as the dust begins to settle over the biggest single cleanout of labour in the country's history, there are more questions than straight answers on the dismissals.

Only one thing is absolutely clear.

At a cost of millions, the Vaal Reefs gold mine owned by Anglo American has fired 14 400 people and Hartebeesfontein gold mine owned by Anglo Vaal has sacked at least 3 000.

The questions on everybody's lips are: What happened? Why the firing trigger from mining giants who've enjoyed a relatively enlightened image in the new age of local trade unionism?

The answers differ depending on who you speak to.

The National Union of Mineworkers (NUM), led by general secretary Cyril Ramaphosa, says the reason for a strike at Vaal Reefs last Thursday and Friday centred on a management decision to dismiss 700 workers for allegedly refusing to carry out instructions to do work reserved for white miners in terms of the Mines and Works Act.

Gunpoint

At Hartebeesfontein, he says, an almost simultaneous strike was caused when four shaft stewards were dismissed, marched at gunpoint from the mine and sent home. Workers who witnessed this downed tools.

He believes the decisions to fire constituted a tough exercise in management muscle rippling calculated to deal the union a devastating blow. He sincerely believes the whole debacle could have been solved through negotiations with the union.

That's his story and he's sticking to it.

Bobby Godsell, Anglo American's head of group industrial relations, says the firing of 14 400 at Vaal Reefs was the climax to six to seven weeks of go-slows, half

shifts, boycotts of concession stores and liquor outlets, disruptions, individual work stoppages and negotiations with NUM whenever grievances were tabled. The last mass refusal by workers at the south division of the mine to go to work last Friday was not preceded or followed by union demands or any articulation of grievances.

Several grievances tabled by the union had been settled to the satisfaction of both parties. The job reservation issue raised by a group of workers had been discussed and, in management's mind, had been settled.

Anglo Vaal has said that trouble at Hartebeesfontein had simmered for some time and included boycotts and an invasion by junior staff members of the senior dining room.

Both say the strikes were wildcat affairs and constituted a last straw to management's tolerance.

That's their story and they're sticking to it.

But there are broader issues involved.

Mr Ramaphosa has said that the use of black miners to do "white jobs" in the mines is rife. The Mines and Works Act, which reserves certain jobs for scheduled persons (ie white miners), is being contravened liberally.

There are some who believe this is the shrewdest card being played in the dismissal debacle and that the raising of the job reservation issue at this point gives the union's strategists ten out of ten.

It appears that, strategy and cynicism aside, the NUM has a very valid point.

Asked what the position at Vaal Reefs is and the situation in the mining industry generally, Mr Godsell made it clear that Anglo American was opposed to the racial allocation of jobs on the mine and committed to changing that. Some mineworkers with access only to the Mines and Works Act could misconstrue what was in their job descriptions if they failed to consult the exemptions granted by the government mining engineer.

However, at the end of the argument he is obliged to concede that the regulations are not 100 percent respected in practice.

There are black miners doing white jobs and it's an issue on which the miners have management's sympathy, says Mr Godsell.

That's cold comfort for Mr Ramaphosa and his 110 000 members. "Our men are doing the jobs and not getting the money," he says bluntly.

One task he raises is the charging up of the face. Regulations say black miners can do the job as long as a white miner is in sight or within 30 metres. Black miners, he says, are doing the job in the absence of white miners. He claims that this has enabled management to get by with fewer miners.

The party is over, he warns.

Notices have been sent to all NUM members informing them to the last detail about what the law allows them to do and instructing them to refuse to do "white" jobs.

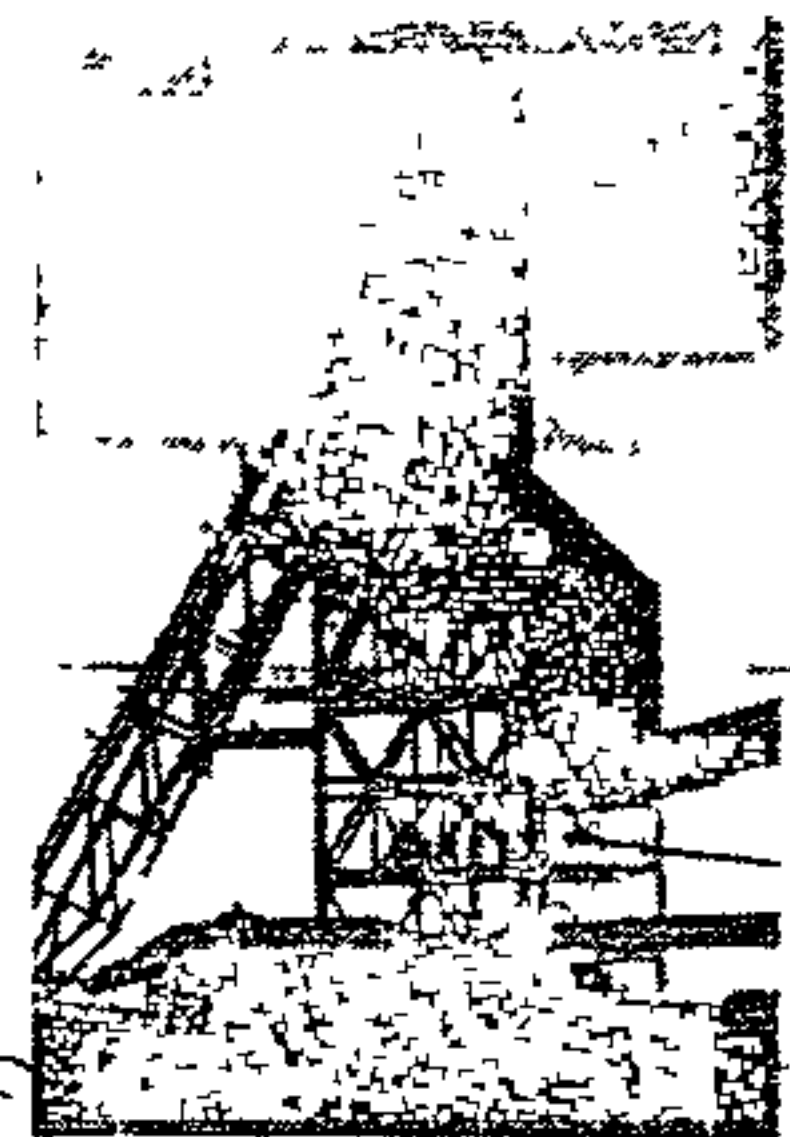
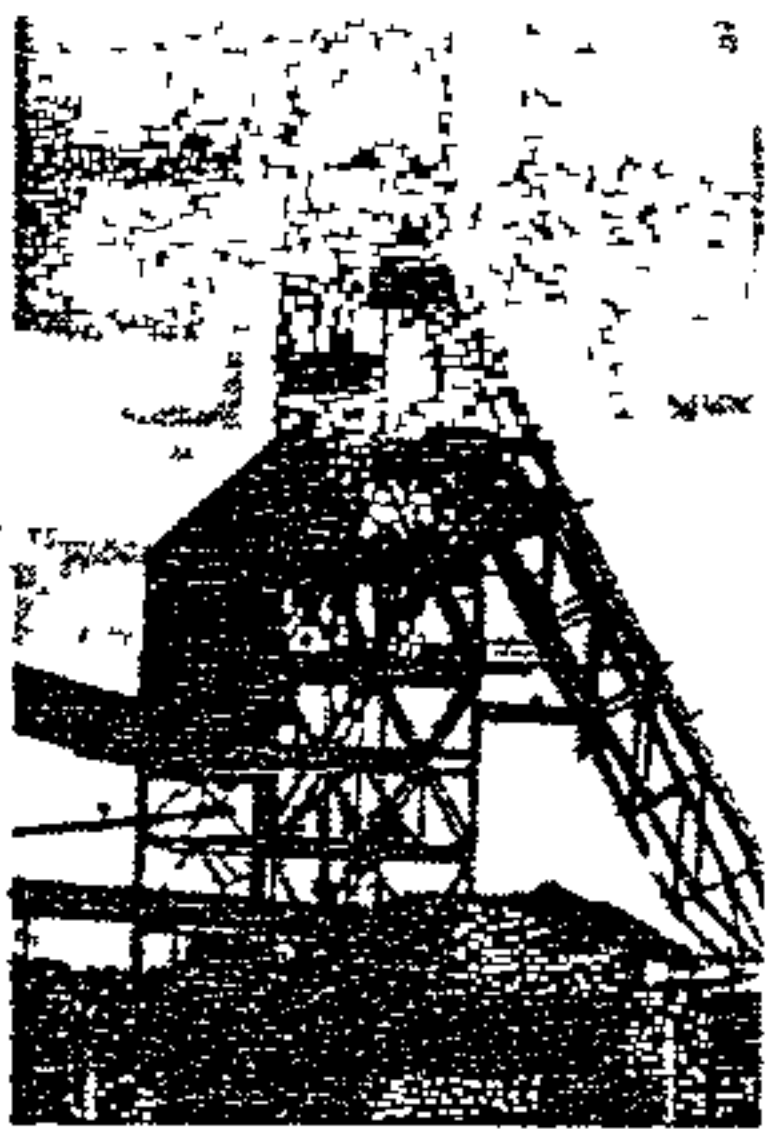
This, he promises, will slow production at every mine where the NUM is organised. And it will all be legal.

Another vital issue concerns the question of union control. Did, for instance, the NUM call the strikes at Vaal Reefs? Or was the union out of control?

Mr Ramaphosa: "There is a lot of control. We have set up specific structures to ensure that there will be discipline and control within the union. We have a regional committee, a branch committee and a shop stewards' council. All these structures ensure there will be discipline and control. Decisions are taken by the workers jointly and there is the whole worker control principle that we adhere to."

Mr Godsell: "In our view the union did not order that strike. The NUM is in a vast industry and the process of unionisation is not completed overnight. Vaal Reefs has tended to come in at the end of the queue in terms of unionisation. It is interesting to note that recognition of the NUM had been processed at the east and west divisions of the mine but not the south division where the strike occurred. It is fatuous for anyone to expect any union which is not yet recognised to control worker actions 100 percent."

He takes care to say that Anglo American regard the NUM as their partners in trying to create adequate channels for the tabling of grievances and looks to the NUM for assistance and support for the maintenance of good order on the mine in future.



(213)

Joh'burg hit by week of protest

by Mike Siluma and Sheryl Raine

Downtown Johannesburg immersed with protesters as trade unions and student groups took to the streets, jolting the city to the reality of unrest, which has so far been confined to the black townships

In another development two limpet mines caused damage estimated at R100 000 at the offices of two of the country's mining giants

The week began with a figurative bang when the full impact of the dismissal of more than 17 000 mineworkers at mines in the western Transvaal became known

About 3 000 mineworkers were fired from Anglo Vaal's Hartebeestfontein mine and a further 14 400 from Anglo American's Vaal Reef's mine for alleged illegal strikes Talks are continuing between the more than 100 000-strong National Union of Mineworkers (NUM) and the two mining companies to ensure re-employment for the workers

In the early hours of Tuesday morning bangs of another sort reverberated through the city Two limpet mines exploded, shattering glass and causing extensive damage to the offices



Riot police outside Khotso House in Johannesburg this week where about 800 black workers gathered to celebrate Workers Day - May 1.

of the Anglo American and Anglo Vaal office blocks and to shops facing the buildings along Fox and MacLaren Sts

Blast No 1 was caused by a limpet explosive device placed at the Fox St rear entrance of the Anglo American Corporation gold and uranium division, which runs the Vaal Reef gold mine

Blast No 2 was triggered at the entrance to the Anglo Vaal building at the corner of Ma-

claren and Mann Sts. Anglo Vaal owns the Hartebeestfontein gold mine, near Stilfontein

Several shops, including a butchery, a tobacco shop, a dry cleaners, cafes, a clothing shop and a hairdressing salon had their windows sucked out by the explosions

Widespread speculation that the NUM had anything to do with the blasts was denied by the union Police had hardly finished

sifting through the rubble of Tuesday morning's explosions when central Johannesburg was caught up in a demonstration by workers - shop stewards and organisers of the Metal and Allied Workers Union (Mawu)

About 40 were arrested after marching with placards to the City Hall where negotiations were being held with the employer body for the metal industry, the Steel, Engineering Industries Federation of South

Africa

The protesters, chanting slogans and with placards which read "Away with influx control/group areas act" and "Mawu demands a living wage", were met by the police as they left the City Hall

Wednesday began with the appearance in court of the 39 union leaders in connection with charges under the Internal Security Act They were released on R100 bail each

Within less than an hour the 39 who had appeared in court plus three other people were back in police cells The group had been arrested in the Library Gardens as, carrying May Day posters and chanting, they made their way to the union offices in Harrison St

As police were busy arresting this group, the rash of civil disobedience had broken out in another part of town Police received reports of a

demo outside the American Consulate in Commissioner St According to a statement issued by the Azaman Students Organisation, students took a stand against President Reagan's constructive engagement policy towards South Africa Fifteen of them were arrested

While police were taking the students into custody, a strong police contingent was gathering 10 blocks away in De Villiers St where, within the shadow of St Mary's Cathedral, two protests were scheduled to take place

The first, organised as an "anti-Tutu" demonstration by a group of apolitical white protesters, failed to materialise at the cathedral It was called off to avoid hundreds of black workers who gathered for a rally inside Khotso House to celebrate Workers' Day - May 1

About 800 workers attended the rally and when they tried to leave the building, they found the street teeming with armed riot police

A semi-circle of helmeted policemen greeted them at the door The slogan-chanting workers retreated and union leaders used loud-hailers to appeal to the police to allow the workers to leave

Crowds gathered on the pavements as the tension mounted and for about 90 minutes it appeared as if a clash between police and demonstrators was unavoidable

The police left without taking action The crowds melted and the rally ended peacefully

Blacks claim blasting law broken on mines

~~213~~ ~~15/5/85~~
CONCERN for safety may have been the main reason for the strike at Vaal Reefs mine which led to 18 000 black miners being fired.

The National Union of Mineworkers says black miners believed they were in danger because of inadequate supervision of blasting operations

The miners say that the Mines and Works Act, which sets aside blasting for "scheduled persons" who must be white, is being widely breached by mines

Underqualified blacks, say miners, are charging up and "barring down" afterwards — some of the most dangerous operations in mining

Anglo denial

Cyril Ramaphosa, general secretary of the National Union of Mineworkers, says the mining industry is riddled with contraventions of the Act.

The Government Mining Engineer was not available for comment

Anglo American Corporation says that its mines operate strictly within the law. But one source says head office may not know what goes on underground

The National Union of Mineworkers, which represents about 8 000 of strike-ridden Vaal Reefs' south division workers, claims blacks were required to charge up

without supervision from certified white miners

Management says work related to blasting was done in terms of the workers' contracts and complied with the Mines and Works Act.

Although the dust seems to have settled after strikes at Vaal Reefs and Anglovaal's Hartebeestfontein mines, labour observers believe the damage to industrial relations will have far-reaching consequences

Labour consultant Andrew Levy says "This is only the beginning of labour unrest. Worse can be expected in the next six months when talks to scrap job reservation begin

"The mass dismissals at Vaal Reefs and Hartebeestfontein served only to raise militancy"

The union says Anglo American will take workers

back after reassessing the NUM's strength

A labour lawyer says "The dismissals were intended as a deterrent to black miners. It was a reminder that strikes would not be tolerated

"Negotiations on job reservation start soon and the mining houses cannot afford continued labour unrest."

The NUM is in dispute over a 10% wage increase granted to a small section of Anglo American miners. The dispute affects 98% of its work force

The union is also in a dispute with Gold Fields over a holiday pay agreement, affecting about 65 000 miners

The NUM has applied for a Conciliation Board to hear the dispute. The mining houses can oppose this. If the NUM's request fails, a legal strike could be called.

Biggest ad agency

YOUNG & Rubicam has been named the world's biggest advertising agency by the American journal, Advertising Age

The survey, covering 892 agencies in 72 countries including South Africa, is based on gross income

Young & Rubicam's billings for 1984 total \$3.2-billion

and its gross income \$480.1-million

Second in the rankings is Japan's Dentsu with a gross income of \$488.4-million. Dentsu, which remains the largest agency in terms of total billings, became affiliated with Young & Rubicam in 1984 and is now known as Dentsu Young & Rubicam.

Miners sacking: Lesotho plea

Soweto 6/5/85

MASERU — The Lesotho Prime Minister, Chief

Leabua Jonathan, has called for Basotho workers sacked by South African mines to be reinstated, and for the establishment of a fund to set up industrial projects that could absorb Basotho mine workers locally if they lost their jobs in South Africa.

Addressing a public meeting in the Malimong constituency at the weekend Chief Jonathan said such a fund would enable Lesotho to create at least one major industry a year, and brace itself for hard times that would follow an influx of repatriated mine workers

He said there were more than 3 000 Basotho men among the 17 000 workers recently fired from South African mines

His Minister of Foreign Affairs, Mr Vincent Makhele, would ask the South African Minister of Foreign Affairs, Mr Pik Botha, to intercede with the mining houses on behalf of those 3.000 Basotho miners — Sapa

Confederation?

Star 7/5/85

Strike: 22 charged

CARLETONVILLE

Twenty-two members of the Mineworkers Union appeared in the Carletonville Magistrate's Court today on charges of attending an illegal meeting.

The charges arise from a recent strike at the East Driefontein Gold Mine near Carletonville.

No evidence was led and the case was remanded until May 21.

Why the miners seek radical changes

By Craig Kotze

The mining industry's conservative nature condemns the black miner to seek radical changes but the system is not designed for this, said Mr. Cyril Ramaphosa, general secretary of the National Union of Mineworkers, last night.

He told a multiracial meeting at the South African Institute of Race Relations in Johannesburg that the status of black miners had not changed in the last 100 years.

He added that the the 130 000-member union would resist mine managements within the law to achieve change on the mines.

Pressure on the industry was necessary to achieve change, said Mr Ramaphosa, and if this did not work the only alternative would be to shatter the harmony of the mines.

There was, he added, nothing illegal about resistance and management used the miners' insistence to stick to the letter of regulations as an excuse for dismissals.

Mr Ramaphosa said: "When workers refused to carry white miners' satchels containing their food and comics because it was not part of their job description, management called it disobedience and started mass dismissals.

"This activity was one of the reasons to dismiss 14 000 workers because when white miners resigned, management felt the National Union of Mineworkers had gone too far."

He added that one of the reasons for the recent mass dismissal of 17 000 workers from the Vaal Reefs mine was because black miners refused to be forced into breaking safety regulations on underground rock-faces. Another point of resistance, said Mr Ramaphosa, was the evil system whereby leaders appointed by management were imposed on the workers.

This did not work, Mr Ramaphosa went on.

But when workers tried to circumvent the system by electing their own leaders, dismissals followed.

Mr Ramaphosa warned: "It is the task of both the industry and the National Union of Mineworkers to seek change to defuse the time-bomb, but as management is not willing resistance is bound to continue."

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Boraine
warns
mines

Political Staff

HOUSE OF ASSEMBLY.
— Mining houses were last night advised to re-examine the whole system under which they operated at present if the mines were to remain peaceful and productive

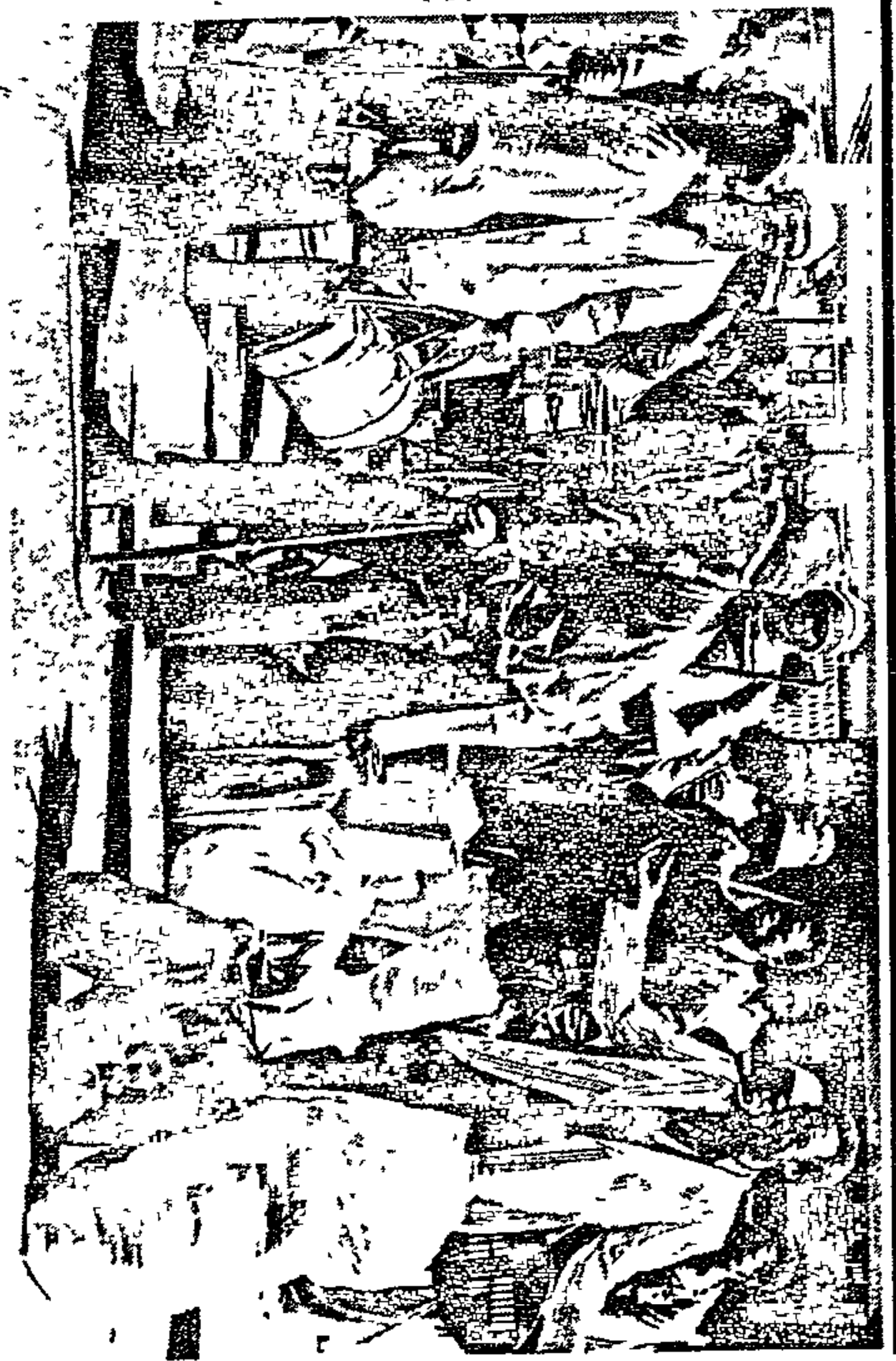
Speaking during the Manpower vote, Dr Alex Boraine (PFP Pinelands) said recent disturbances on some major mines were disturbing.

"No one, least of all the mining industry, would want to defend the dismissal of 14 000 and 3 000 workers from two mines as being either desirable or effective. This action offers no lasting solution to differences and grievances and can only lead to serious loss of revenue and broaden the area of distrust between management and labour."

He said "skill, sensitivity and patience" were demanded from management and black leaders.



THE WINNERS
Tsakane residents rejoice after they won the bloody five-day battle to evict migrant workers from the hostels in the Brakpan township. Trucks ferried the migrants' home.



THE LOSERS
The migrant workers prepare to leave Tsakane Fighting with residents in which at least 16 people died made their continued presence there impossible.

Migrant workers evacuated after 5-day 'war'

Hundreds of migrant workers were evacuated from the Tsakane men's hostel, Brakpan, late yesterday afternoon in what residents claimed was a victory after five days of violence between the two groups that left at least 16 dead.

The violence started last Saturday when groups of youths, returning from the funeral of a man allegedly run over by a police vehicle, entered the hostel to burn down the Ebnkhosini beer

depot. Hostel inmates apparently took it as an attack on them, and went on a rampage which culminated in the smashing of windows of many homes.

The violence increased after this incident, and township youths invaded the hostel nightly. Destructive raids by both sides left a great part of the hostel gutted and many homes badly damaged. A beer depot and the storerooms of the East Rand Development

Board were set on fire, as well as a car belonging to BBC TV reporters. Many streets were impassable. They were barricaded with oil barrels and strewn with hundreds of rocks and dustbins.

Almost the entire township workforce and hostel workers failed to report for duty yesterday and schoolchildren stayed at home. All shops and other businesses in the township were closed and thousands of angry residents

and migrants faced each other and a tense atmosphere prevailed as police and soldiers attempted to arrange a truce. During the negotiations the residents made it clear that the migrants would have to be relocated before calm could be restored. Six hours of talks ended in the agreement that the migrants would move. A short while later municipal buses, escorted by police and soldiers, began removing the migrants from the hostel to an unknown destination.

Mr Louis Khumalo, a leading educationist and president of the Mamelodi Parents' Association who played a leading role in quelling school unrest in the township, yesterday spoke of the bomb blast which severely damaged his home. Mr Khumalo, whose house and wife's car were badly damaged by what he described as a "sophisticated explosive device", said police investigating the incident showed him a United Democratic Front (UDF) pamphlet which they said was found at the scene. He said they had then asked him who he suspected could have been responsible for the blast. "I told them in front of everybody that nobody except for the police had ever threatened to kill me for my involvement in the affairs of the local community."

Mr Khumalo added that the threat was made by Security Police during his time in detention. Reacting to this allegation a spokesman for the Police Directorate of Public Relations in Pretoria said police did not threaten people, but only investigated cases.

● Soweto schoolchildren yesterday attacked the home and harrassing salon belonging to the family of a man they claimed was responsible for the death of their friend at the weekend. ● See Page 21.

May 1985

Fired miners may be rehired

THE REHIRING of 3 000 mineworkers fired from the Hartebeesfontein Mine last week will be top of the agenda when the National Union of Mineworkers meets representatives from the Anglovaal mining house tomorrow.

A spokesman for Anglovaal said no mineworkers had been rehired at this point, but talks with the union would address the issue.

"Hartebeesfontein production will be affected by the sackings, but we will only know later this week what effects will be felt. Initial effects were minimal, but if we pull new labour into the mine some people will have to be trained and acclimatised before they can start work. Their productivity will also take some time to build up," said Anglovaal spokesman, Mr Ray Moore.

JOHANNESBURG. — More than 24 people — including an 18-month-old child — were killed in unrest-related incidents at the weekend.

• In the worst incident, 19 miners were killed and 47 injured when fighting broke out at the President Brand gold mine at Welkom on Saturday night.

• This is the second outbreak of faction fighting in eight days at the mine's number three shaft hostel, where one person died and another was seriously injured last weekend.

The deaths were confirmed by an Anglo American Corporation spokesman yesterday who said the 47 workers injured in Saturday's fight were being treated in hospital at Welkom.

The spokesman said late last night that more than 500 hostel-dwellers had decided to return home after the fighting.

Teargas

Saturday's fight was stopped by mine-security personnel using tear-gas.

"There are other tribes in the hostel, but as far as we know only Xhosa and Basutho were involved in the fighting.

"There are about 3 000 miners in the hostel, but we don't know exactly how many were involved," he said.

He said fighting had only lasted for about 15 minutes, but 16 died almost immediately. Three miners had died in hospital during the night.

An investigation would be held to find out why the fight had broken-out, he said.

Spokesman for the National Union of Mineworkers could not be contacted for comment yesterday.

In other incidents of unrest

• A 16-year-old-girl and a man of about 25 died when police fired shotguns at 200 people who stoned a policeman's house on their way from a funeral at Joza near Grahamstown yesterday. A 38-year-old man was wounded and 60 people were arrested in the incident.

• An 18-month-old child was killed in New Brighton, Port Elizabeth, when youths threw a petrol bomb into a moving bus on Saturday.

A police spokesman said the driver had lost control of the bus and it crashed into a house killing the child who was in the house.

• In New Brighton on Friday, three youths, one of whom was armed, boarded a bus and robbed the conductor.

They were setting fire to the vehicle when a police patrol arrived.

Police fired a shotgun at the fleeing youths, fatally wounding a 15-year-old boy. The spokesman said the money was found on the youth.

• In KwaThema on the East Rand, police opened fire with buckshot and used tear-gas on a crowd of about 800 who had looted a liquor store on Saturday. The spokesman said a 25-year-old man was killed.

At least 190 people have died in incidents of unrest since January.

Meanwhile, in Zwide more than 15 000 people yesterday attended the funerals of three victims of last week's unrest.

Witnesses said police kept a low profile but fired tear-gas at the crowd when it moved to nearby KwaZekele afterwards for the traditional "washing of hands" ceremony at the victims' homes. They said there were no injuries.

ANC flags

The coffins of Scicelo Estile, 17, Raymond Mbolekwa, 20, and Sebemzile Qukoma, 14, were draped with green, yellow and black African National Congress flags and carried shoulder-high to the cemetery.

Police reported incidents of unrest at the weekend from

• In the Cape Veeplaas, KwaZakele, New Brighton, Zwide (all in Port Elizabeth), Kirkwood, Oudtshoorn, Galashewe (Kimberley), Joza and Patterton (Grahamstown), Fort Beaufort, Ntandi (Somerset East), Humansdorp, Duncan Village (East London) and Kroonvale (Graaff-Reinet).

• In the Transvaal-KwaThema, Tembisa, Tsakane (all on the East Rand), Soweto, Mamelodi (Pretoria), Zandela (near Sasolburg) and Katlehong.

• In the Free State, Parys and Kroonstad. — Sapa, Own Correspondent and UPI

24 die in week-end

Unrest

800 Xhosa
stay
miners have
gone home

213
13/5/85

More than 100 Xhosa miners were waiting at Welkom's Number Three Shaft Compound today to be paid off. The miners decided to leave following weekend faction fighting between Xhosa and Sotho miners which claimed about 19 lives.

The miners said conflict had been simmering for the whole of last week. Those who decided to leave said they no longer felt safe at the compound.

They claimed that an agreement last week with the mine management that those who started a fight would be fired had not been honoured.

About 815 mineworkers have left already, and a spokesman for the Anglo American Corporation which owns the mine said today that the number of men departing could reach 900.

By noon today six of the 46 miners injured in faction fighting at the President Brand Gold Mine in Welkom over the weekend had been discharged from hospital. The remainder are expected to be released.

36 mineworkers in hospital

19 DIE

213
Sowetan 13/5/85

THREE mine-workers have died in hospital, bringing the death toll from Saturday night's faction fighting at President Brand Gold mine near Welkom to 19, an Anglo American

corporation spokesman said yesterday.

He said 36 mine-workers were being treated in hospital for injuries

The situation at the mine's number three shaft hostel, scene of

Saturday night's unrest, was calm, the spokesman said

Sixteen of the mine-workers died when the unrest broke out at the mine on Saturday night. Then it was reported that 40 others were treated in hospital for injuries

"The fighting, between Xhosa and Basotho tribesmen, began at the mine's number three shaft hostel at about 7 10 pm and was contained shortly afterwards by mine security personnel using tear-smoke," he said

"The number of miners involved is not clear at this stage"

SA Press Association

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May 1985

Miners may strike

JOHANNESBURG — The Council of Mining Unions, representing 20 000 white miners, will call a strike ballot next week following the deadlock in conciliation board wage talks with the Chamber of Mines yesterday

The talks broke down after the chamber increased its offer by 0,5 per cent to 10,5 per cent with the council holding out for 11,5 per cent —
DDC



100 miners leave after fighting

Argus Correspondent

WELKOM — More than 100 Xhosa miners were waiting at the No 3 shaft compound at the President Brand Gold Mine today to be paid off after weekend fights between Xhosas and Sotho miners which claimed about 19 lives

The miners said conflict had been simmering throughout last week

Those who decided to leave said they no longer felt safe at the compound. They said an agreement last week with management that those who started a fight would be fired had not been honoured

● It is reported from Durban that police used tear smoke to disperse 250 armed marching women from the Cele faction who mobbed the Dududu police station near Scottburgh, demanding the release of eight of 70 men arrested in renewed faction fighting in the area yesterday

The 70 were expected to appear in court today.

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NATIONAL/INTERNATIONAL

Second outbreak in 8 days

213 B. Day

19 killed, 36 hurt in faction fight at Welkom mine

13/5/85

By CLAIRE PICKARD-CAMBRIDGE

FACTION fighting broke out between Xhosa and Basotho miners at the President Brand gold mine, Welkom, late on Saturday night. Yesterday the death toll had risen to 19 with 36 injured.

It was the second outbreak of faction fighting in eight days at the mine's Number Three Shaft hostel. One man was killed and another seriously injured last weekend.

The deaths were confirmed by an Anglo American spokesman yesterday. He said the 36 workers injured in Saturday's fighting were in hospital

Fighting broke out among contract workers at the Number Three Shaft hostel at 19h10 on Saturday. It was contained shortly afterwards by mine security personnel using tear-gas

"There are other tribes in the hostel, but as far as we know only Xhosa and Basotho were involved in the fighting," the spokesman said.

"There are about 3 000 miners in the hostel, but we don't know exactly how many were involved."

He said the fighting had lasted for only about 15 minutes but 16 men had died almost immediately and 40 had been found injured. Three more had

died in hospital during the night.

"We don't know the issues yet, but it is clear there was a tribal dispute. There will be an investigation as soon as possible. We had one last week to look into the previous disturbance."

Next of kin have not yet been informed because most live in remote areas.

The spokesman said the impact on production could only be assessed when the first shift went to work today. (Monday)

He was unable to say whether it was the biggest faction fight yet at the President Brand mine. Faction fighting had a long history in the mining industry, he said. Last month, 10 men were killed in a similar clash at Anglo's neighbouring President Steyn mine.

The situation at the Number Three Shaft hostel was described as calm yesterday.

A spokesman from the National Union of Mineworkers could not be contacted for comment.

President Brand produced 23 016kg of gold and had a working profit of R15,177m in the year to September.

CAPE TIMES 14/5/53

Miners quit after fight

JOHANNESBURG — More than 800 miners have quit the President Brand gold mine near Welkom following fierce faction fighting on Saturday that left 19 dead and 47 injured.

About 815 miners had been paid off by yesterday, but the number choosing to leave could reach 900, an Anglo American Corporation spokesman said.

The cause of Saturday's violence at the Number Three Shaft hostel was still not known, but the situation was "peaceful at present", the spokesman said.

He said a full-scale investigation by mine management was under way, and police were also investigating — Sapa

Police shoot to disperse miners

Police used rubber bullets to disperse warring mineworkers as faction fighting flared anew at the President Brand Gold Mine near Welkom last night

Nineteen mineworkers were slightly injured and about 500 Xhosa employees had indicated they would like to return home an Anglo American Corporation spokesman said today

On Saturday, 19 miners died and 47 were admitted to hospital after fierce faction fighting at the mine's Number Three Hostel

Since the fighting, 915 mineworkers — mostly Xhosas — have been paid

off and bussed home after saying they no longer felt safe at the mine

Mine security officers were called to the scene last night and were able to prevent further violence, the spokesman said

"No one was admitted to hospital as the injuries were all minor"

The reason for the unrest was not yet known, and the situation at the mine was peaceful at present, he added

"Management is concerned about continued unease at the hostels and is making every effort to discover the cause of the trouble," the spokesman said — Sapa

20/11

(WPA)

213

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(DWA)

(DWA)

Argus 15/5/85 213

Mine fights: More men want to quit

Argus Correspondent
JOHANNESBURG — Police used rubber bullets to disperse mineworkers as faction fighting flared anew at the President Brand Gold Mine near Welkom last night

Nineteen mineworkers were slightly injured and about 500 Xhosa employees said they wanted to return home, a spokesman for Anglo American Corporation said today

On Saturday 19 miners died and 47 were admitted to hospital after fierce faction fighting at the mine's No 3 hostel. Since the fighting 915 mineworkers — mostly Xhosas — have been paid off and bussed home after saying they no longer felt safe at the mine

Mine security officers were called to the scene last night and were able to prevent further violence, the spokesman said

"The injuries were all minor and no one was admitted to hospital," he said

9 000 on strike after dismissals

By JEREMY BROOKS

ABOUT 9 000 black miners staged an illegal strike at the Blyvooruitzicht gold mine near Carletonville yesterday after the dismissal of two co-workers

This followed tense scenes on Friday night when pickets organised by the National Union of Mineworkers (NUM) barricaded mine hostels, preventing other workers from going on shift.

Tear-gas canisters were fired at the pickets in an attempt to open the gates, a spokesman said

Yesterday work at the mine continued as the balance of the black labour force — some 2 000 men — reported for work

Rand Mines said in a state-

ment that the two discharged men — both members of NUM — had appeared before a "normal mine disciplinary hearing" recently on charges of intimidating and threatening a colleague.

"They were found guilty and dismissed and we believe that this was the real reason for the strike," said Blyvooruitzicht managing director Mr Gordon Mosenthal

"On Thursday we were handed a list of grievances and the names of a deputation to meet with manage-

ment yesterday to discuss them. We arranged a meeting, but only one man turned up.

"He asked for a postponement until Monday, and this was granted," Mr Mosenthal said

He said that the strike was initiated when only 300 men out of a nightshift of 2 000 reported for work on Friday

"Conditions at the mine were normal until two weeks ago when workers started boycotting bars and beer-halls at mine hostels"

(213)

S. Times 19/5/85

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Striking mineworkers go for talks today

213 20/5/85
THE management of Blyvooruitzicht Gold Mine near Carletonville and a workers' delegation will meet today in an attempt to resolve the "illegal" strike by 9 000 workers on Saturday.

In a statement to The SOWETAN yesterday a spokesman for the Rand Mines, owners of the gold mine, said workers who did "essential services" were back at work and the situation was back to normal.

The workers stopped work following the dismissal of two co-work-

By JOSHUA RABOROKO

ers, believed to be members of the National Union of Mineworkers.

The statement also said the two discharged men had appeared before a normal mine disciplinary hearing on charges of intimidating and threatening fellow workers.

"They were found guilty and dismissed and we believe that this is the real reason for the strike," Mr Gordon Mo-

sowetan
senthal, the mine's managing director said

He said on Thursday they were handed a list of grievances and the names of a deputation to meet with management on Friday to discuss them. A meeting was arranged but only one man turned up.

The man then asked for postponement of the discussions until today.

He said the strike started on Saturday

when only 300 men of the total of 2 000 night shift reported for work. Conditions at the mine were normal and no incidents of violence were reported yesterday.

The workers had started boycotting bars and beerhalls at the mine hostel, the spokesman said. It was hoped the matter will be resolved by today.

The NUM's general secretary Mr Cyril Ramaphosa was not available for comment yesterday.

YOUR OWN



713
Miners to be
re-employed
Staw 4/5/85

The 3,500 workers dismissed from Anglo-Vaal's Hartebeesfontein mine last week will be re-employed if the mine has vacancies for their particular job categories, according to a statement issued by mine management after talks with the National Union of Mineworkers (NUM) yesterday

"Agreement was reached to the effect that the mine would give preference to re-engaging former employees on the basis that the mine has vacancies for their particular job categories," a spokesman said.

213 ~~213~~ B. Oant 20/5/85

Blyvooruitzicht quiet after 2-day strike by 9 000 miners

RAND MINES' Blyvooruitzicht colliery — scene of a strike by 9 000 black miners on Friday and Saturday — was quiet yesterday with management expecting a full return to work last night.

The strike was sparked by the dismissal of two officials of the National Union of Mineworkers on Thursday.

Teargas was fired on Friday night when strikers picketed those who wanted to go to work.

NUM general secretary Cyril Ramaphosa claimed yesterday that management's distribution of pamphlets on Friday, informing all workers of the dismissals, had provoked the strike.

"We think management instigated the strike in an attempt to weaken the union's power," he said.

However, Clive Knobbs, chairman of Rand Mines' Gold and Uranium division, denied this and said the pamphlets had been distributed to workers on Fri-

By PHILIP VAN NIEKERK

day afternoon to allay confusion over the dismissals.

Knobbs said the two workers had been dismissed after a full disciplinary hearing.

Knobbs said other grievances had come to light, including infringements of the Mines and Works Act, the issuing of overalls, bonus schemes and a call for the reduction of bar prices.

As the NUM is not recognised for underground workers at the mine, a delegation of workers will meet management today to discuss grievances.

Ramaphosa said the delegation would be composed of NUM shaft stewards, and that the union — which is recognised for certain categories of surface workers — was also about to apply for recognition of underground workers.

Orders to evict 600 miners confirmed

May 1985

213
Pretoria Correspondent

Applications by the Vaal Reefs Gold Mine to have almost 600 miners evicted from their quarters were confirmed this week by Mr. Justice Stegmann in the Pretoria Supreme Court.

The 595 miners were fired at the end of April for striking illegally.

Hundreds of men allegedly barricaded themselves into their hostels,

refusing to return home, and in papers before the court it was alleged that the National Union of Mineworkers (NUM) was unable to control the situation.

In the space of three days last month, the mine, in Orkney, Trans-

vaal brought four urgent applications in the Pretoria Supreme Court asking for the workers' eviction.

The first application for the eviction of 93 miners was made on April 24, the second and third for the eviction of

72 miners and a further 264 miners were made the next day and the

fourth for the eviction of 259 more miners on April 27.

Once granted, the temporary order was to have been read to the miners from a helicopter hovering over the hostels as all officials had been locked out.

The provisional orders were confirmed on Tuesday, without the NUM opposing the action.

9 000 gold miners shelve their grievances

213 ~~213~~
THE 9 000 striking miners at Rand Mines' Blyvooruitzicht gold mine returned to work yesterday following a turbulent weekend in which teargas was fired at picketers

The strike was triggered by the dismissal of two National Union of Mineworkers (NUM) officials on Thursday after a disciplinary hearing

B. Day 21/5/85
The end of the strike was confirmed by both NUM and the mine management

A company spokesman said the strike had resulted in the loss of one day's production, representing some 7 000 tons of material. He said that a Wednesday meeting with underground workers would allow for further discussion of grievances

Ridings roughs hood

The South African mining industry is set for a rough ride this year when the National Union of Mine-workers and the Chamber of Mines meet to negotiate pay increases and working conditions in the next few weeks.



LATER this year the National Union of Mineworkers (NUM) and Chamber of Mines meet to review salaries. A major strike was averted last year when agreement was reached at the eleventh hour. SOWETAN labour writer, JOSHUA RABOROKO (left)

Although the parties have not set a date for the talks, labour consultants, lawyers and unionists, have already indicated that if a deadlock is reached widespread industrial action with serious effects could follow.

They say there are clear indications of discontentment by mine-workers in the industry, because already over 60 000 black miners have been involved in strikes and work stoppages so far in 1985.

This is also because the NUM is in dispute with Anglo American and Anglo Vaal — owners of giant goldmines — over wages granted earlier this year. This was preceded by strikes.

NUM members have also launched numerous boycotts of liquor outlets, concession stores and taxi services on the mines, and mine managements have claimed several incidents of industrial sabotage perpetrated by workers.

The dust had hardly settled after these reports were made when NUM's general secretary, Mr Cyril Ramaphosa, spelled out a strategy he called "resistance" by black miners, which will include demand for higher wages and the abolition of job reservation in the mines.

Mr Ramaphosa says the union's strategy this year will also include an attempt to change the system in the mine industry.

in mine negotiations



MINE WORKERS facing tough wage negotiations

Although he declines to list the proposals the union has presented to the Chamber of Mines, Mr Ramaphosa says action will include:

- Physical retaliation to assaults by whites on blacks at the workplace,
- A refusal to allow the continuation of "racist" practices by whites, and
- A work-to-rule by black miners so that they do not contravene the provisions of the Mines and Works Act and its regulations until job reservation is completely eradicated.

The union claims the contraventions are widespread and Mr Ramaphosa's utterances raise prospects that the mines' production may be hampered if his members carry out these actions.

The Chamber of Mines' industrial relations adviser, Mr Johan Liebenberg, admits that the mine industry might be hit by unrest if the negotiating parties "do not cool their heads".

He says the talks could be touchy, but also hopes that both parties will be reasonable to avoid unrest.

He concedes that there were wage strikes in September last year which involved only five mines, only eight of 99 Chamber of Mines and

agreement with the chamber of mines three years ago, several strikes have erupted and mine houses have blamed the union for instigating them.

The union has also been excluded in talks which focused on the abolition of the last vestiges of apartheid in the industry — job reservation.

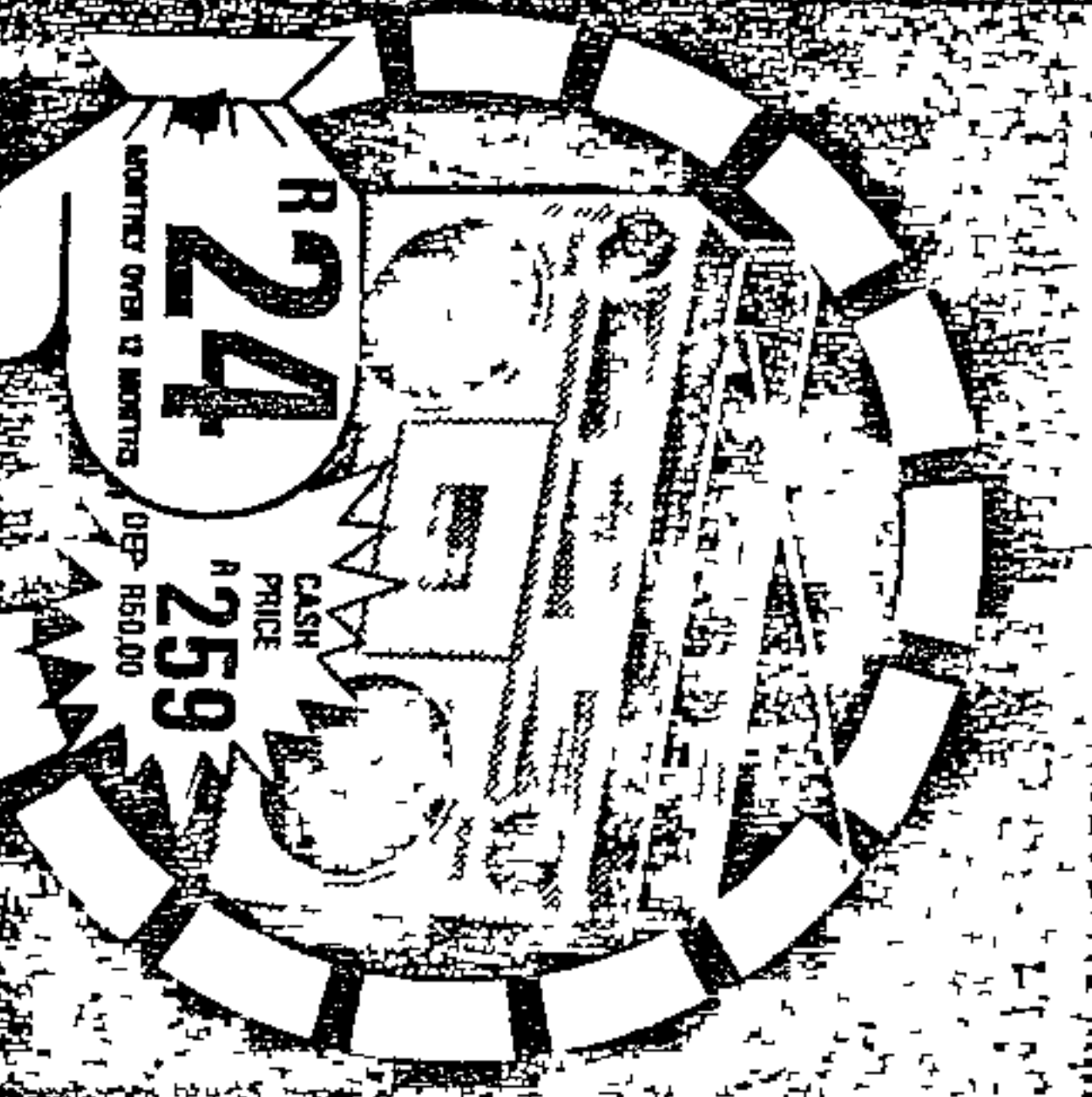
Responding to these issues, Mr Ramaphosa

DAVEN

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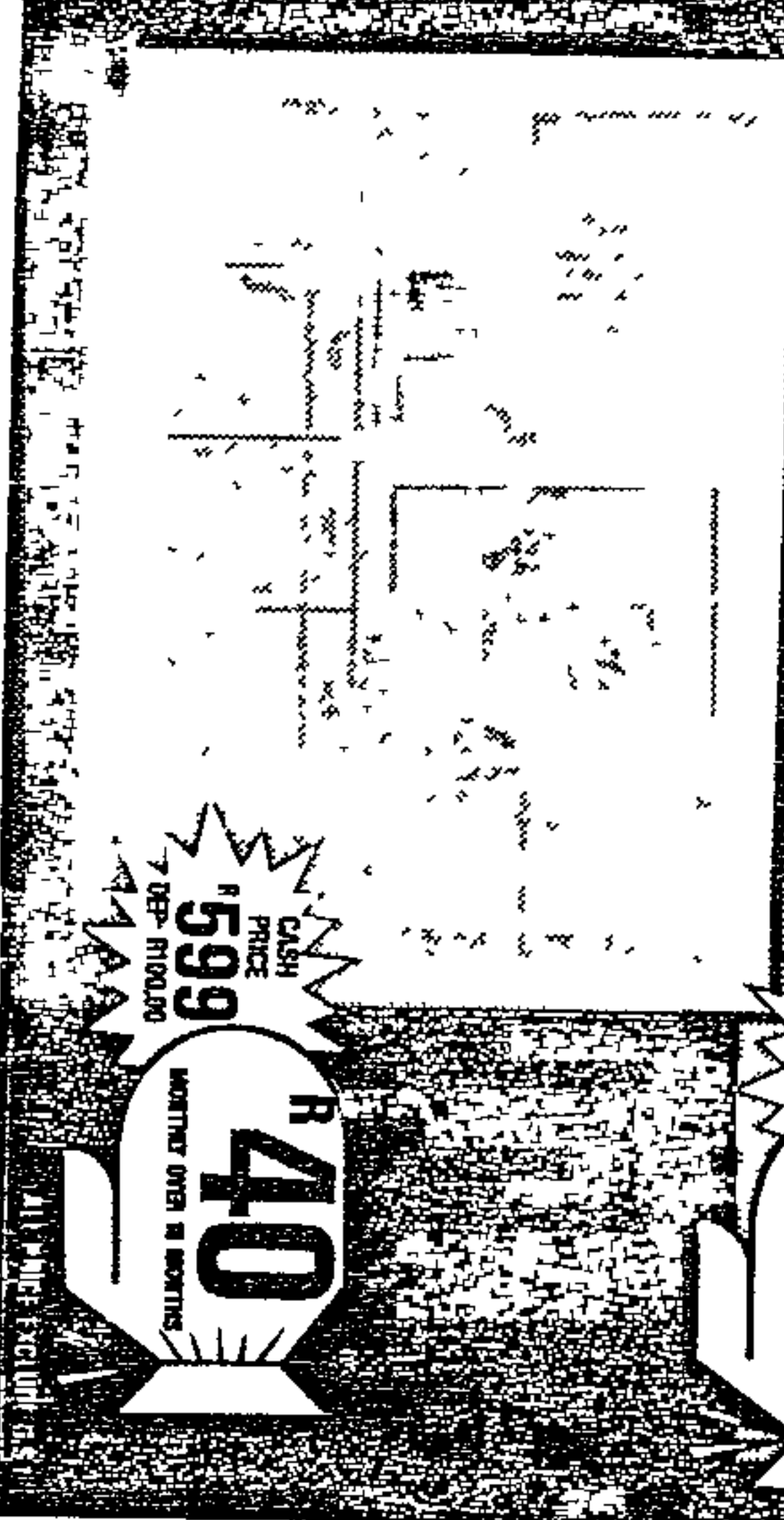
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CASH PRICE R 799
MONTHLY OVER 12 MONTHS R 55



CASH PRICE R 259
MONTHLY OVER 12 MONTHS R 24

CASH PRICE R 599
MONTHLY OVER 12 MONTHS R 40



CASH PRICE R 699
MONTHLY OVER 12 MONTHS R 48

ten there was a riot at Western Areas. However, he adds, this does not mean "we are complacent" This is not a lot in terms of the total number of mines or man-days lost.

The chamber and the NUM have agreed that they should not publish the list of proposals before they were actually discussed at a date still to be set.

He concedes that the union has made proposals to the chamber, but declines to comment on them because "we are still going to meet and consider them."

However, sources close to the parties say the demands include a 40% wage increase, danger pay and the recognition of May Day (May 1) as a paid holiday.

Mr Liebenberg says he was hoping for peace and appeals to the parties to keep their cool and reach an agreement to avoid a showdown. Since the NUM signed a recognition

not negotiated and agreed any grievances and disciplinary procedures. They used those which the mines have to mine and are often deficient. The strikes were accused that its managements, in some instances, refuse to negotiate in "good faith".

NUM is in a mean mood as its membership has doubled since last year's negotiations. The union maintain that its membership is 110 000 of which 60 000 are paid up.

It will be more tougher as there are signs that mining houses are divided over wages. Some sources have revealed that Anglo and Johannesburg Consolidated Investment, were prepared to offer a 23 percent increase while the other houses are looking at a 10 percent increase.

However, a spokesman for the companies has declined to comment on their offers and

NUM leader Mr Ramaphosa.

said these will be discussed at the negotiation table. The month

Referring to job reservation, Mr Ramaphosa says this time "we are going to fight and if no settlements reached, we might be forced to resort to industrial action."

However, mining industry leaders are confident that it is only a matter of time before racial discrimination on the mines — the "scheduled person" definition which bars blacks from qualifying for certificates to do various categories of skilled work — is abolished.

The chamber has been negotiating with the likes of Arrie Paulos on the issue for a number of years.

The Minister of Mineral and Energy Affairs, Mr Danie Steyn, has indicated that he would like to see the legislation amended during next year.

On the whole the chamber and the NUM are walking a tightrope in eliminating long standing traditions between workers of different races — and the black miners' maternal claims are being forcefully put. The road ahead seems to be rough.

Labour consultant, Andrew Levy says:

"This is only the beginning of unrest. Worse can be expected when the talks to scrap job reservation begin."

The mass dismissals at Vaal Reefs and Hartbeestfontein served only to raise militancy, he added.

A labour lawyer says "The dismissals at the mines were intended as a deterrent to black miners. It was a reminder that strikes would not be tolerated."

"Negotiations on job reservation start soon and the mining houses cannot afford continued unrest," the lawyer said. The delay in wage and other demands made by the union may cause conflict.

The union has recognition agreements with the following: President Steyn, President Brand, Kloof, Elandsrand, Western Holdings, Western Deep Level, Mines and Hospitals, Marévale, Hartebeestfontein, Blyvooruitzicht, Free State Geduld, Vaal Reefs, East Driefontein, Douglas, Wolvekran, Van Dyk's Drift, Coalbrook, Duvha, Rietspruit, Kriel, Arnot, Tweefontein, SA Coal Estate, De Beers, Rand Refinery, Rand Mutual Hospital, Teba, Ergo, Chamber of Mines Sports Club and Nuclear Fuel Corporation.

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Chamber and
^{7. Day} white miners
in deadlock
over wages

~~213~~

27/5/85
213

~~213~~

By CLAIRE PICKARD-CAMBRIDGE

ANNUAL wage negotiations between the Chamber of Mines and the Council of Mining Unions — representing about 25 000 whites in the industry — have ended in deadlock

The CMU's eight member unions are to take a strike ballot this week following rejection of the Chamber's offer of a 10,5% increase across-the-board

The union have moderated their initial demand of a 20% increase, along with other benefits, to an 11,5% increase

Union spokesmen said their legal options after deadlock had been declared included requesting mediation or arbitration, or taking a strike ballot among members

"But the Chamber does not favour mediation or arbitration so we will have to assess whether members want a strike," the spokesman said

Chamber of Mines President George Nisbet confirmed deadlock had been reached at the negotiations.

He said the 10,5% offer had included back payments to May 1 if it had been accepted. But now the offer of back payment falls away unless a different agreement is reached later

It is believed a strike of this nature could be very damaging to an industry already affected by several mass black miners strikes this year.

Union foresees conflict

Dispatch Bureau

JOHANNESBURG — The 150 000-strong National Union of Mineworkers (NUM) has forecast conflict over racial job reservation on the mines in spite of a statement by Mr Danie Steyn, Minister of Mineral and Energy Affairs, that it will be abolished next year.

~~213~~ 213
In a statement yesterday the NUM said it regarded Mr Steyn's announcement as a statement of intent.

"Since 1979 announcements have been made on the need for amendments to the Mines and Works Act, but they've never mentioned how or where these changes are to be effected," the statement said.

The NUM said that in its view December — the deadline date for the chamber and the white unions to reach agreement on how job reservation could be scrapped — was "very far".

~~213~~ O. Dispatch
The NUM statement said "Our union has already set the scene for conflict before December. Our members have been waiting patiently for changes in the act and their patience cannot be extended till December."

28/5/85
Spokesmen for the Chamber of Mines and the Mine Workers Union (MWU) refused to comment until they had seen the full text of Mr Steyn's statement.

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**Back on full
3. Day 28/5/85
production**

Business Day Reporter

VAAL REEFS, the mine affected by a mass strike of 14 000 miners, will be back in full production at the end of the month

The Vaal Reefs Exploration and Mining Company and Southvaal Holdings issued a joint statement saying an active recruitment programme had been implemented and the manpower complement would be filled by the end of the month

BUSLIFT OPERATIONS OF

NM 29/4/85

Miners sent home

Mercury Correspondent

JOHANNESBURG—In a massive buslift operation yesterday, Anglo American began returning more than 14 000 sacked workers from the Vaal Reefs gold mine to Transkei, Lesotho, Swaziland, Mozambique and other southern African territories.

The workers, who were lined at the weekend in the country's largest ever mass dismissal of workers, were bussed out after being paid out yesterday at the Linnet Oppenheim sports stadium on the Vaal Reefs mining complex.

The workers were fired for participating in industrial action which has reportedly cost Anglo American's Vaal Reefs, the world's largest gold mine, revenue losses of R20 million in the past few weeks.

The sackings follow the mass dismissal of 2 000 workers at Anglovaal's nearby Hartbeesfontein mine on Friday night and could lead to a major showdown between the National Union of Mineworkers (NUM) and the mining houses.

A statement by the NUM accused Anglo American of a breach of good faith. The grant mining complex, which is near Orkney in the Western Transvaal, was being worked yesterday.

Workers reported that they were fired during a meeting at the number eight shaft hostel, which was also the scene of unrest the previous day.

A mine management spokesman said they had no record of tear-gas being fired into mine hostels, or of rubber bullets being used.

Anglo American's Gold Division has already incurred revenue losses of up to R20 million during the past few weeks following go-slow strikes and short shifts at Vaal Reefs.

About six weeks ago almost the entire Vaal Reefs complex workforce — more than 40 000 workers — went on strike over the granting of increases to a small number of monthly-paid workers, and a number of other grievances.

Unrest at the mine has been simmering ever since and last week the NUM declared a dispute with Anglo American for its refusal to grant the

At a Press conference yesterday the managing director of Vaal Reefs, Mr Theo Pretorius, said that after the strike in April, the NUM had said it would guarantee that the situation at the mine would return to normal.

By April 17, however, the go-slow situation had worsened.

Management felt that if by April 19 the situation had not normalised action would have to be taken.

It, however, waited until this week before it began issuing 'final warning' notices to employees that they should either return to work or face dismissal.

same increases to weekly workers as were being paid to monthly workers.

The NUM yesterday claimed that 700 workers had been fired last week for refusing to perform tasks which the Mines and Works Act stipulates should be reserved for white workers.

In a statement the NUM said the fact that black workers had been compelled to do these tasks without proper training and had been fired for refusing to do them had sparked the dispute at the end of last week which led to miners taking strike action.

Procedures

The NUM also said the workers had been dismissed without proper procedures.

Management's action is calculated to give a devastating blow to the union and had negotiations been held timeously the whole situation would have been resolved, the statement said.

Handwritten scribbles and initials in circles at the bottom right of the page.

Mines and metal industries locked in billion rand wage disputes

Showdown for a million

By Amrit Manga

S. Times 2/6/85

MORE than a million workers could be locked in wage disputes with employers in the mining and metal industries in the next few weeks.

● Unions claiming to represent about 500 000 black miners are demanding higher wages

● More than 25 000 white miners have declared a dispute with the Chamber of Mines and will vote in the next few days on whether to strike.

● Nearly 400 000 metal and engineering workers and the powerful Steel and Engineering Industries Federation of SA (Seifsa) have reached deadlock in discussions over wage demands

Fighting

The 110 000 strong black National Union of Mineworkers has demanded a wage increase of 40% and observers say it is almost certain that settlement will not be reached and a dispute will be declared

Talks are likely to start soon after the chamber replies to the NUM demand. But it appears the mining houses are divided over increases and a response might take time

A spokesman for NUM says, "The mining houses are still fighting among themselves and it is unlikely that we will talk before they can agree"

That the NUM is preparing for battle is clear. General secretary Cyril Ramphosa warns that his union will not allow exploitation and manipulation of its members.

Pig farmer

With pig farmer Arrie Paulus at the helm of the Council of Mining Unions the white miners' fight over wages is expected to be tough, especially because of the row

brewing over the scrapping of job reservation.

The gravity with which the white miners view job apartheid is reflected in Mr Paulus's refusal to respond to an announcement by Danie Steyn, Minister of Mineral and Energy Affairs, that he intends to introduce legislation scrapping it.

Mr Paulus, who was brought out of retirement to lead the union after no capable replacement could be found, refused to talk about his plans, saying, "Read all about our stand on job bars in 'Die Mynwerker', our journal"

White miners' resistance to changes in the Mines and Works Act's scheduled persons clause which bars black miners from acquiring blasting certificates will meet fierce opposition from blacks

The NUM has pledged to work to rule as part of its campaign against alleged racist practices by white miners

Improved

The breakdown in metal-industry wage talks threatens to rock the industrial council which controls wages and working conditions for 370 000 employees

Two groupings representing 14 unions and Seifsa failed to resolve the deadlock when workers rejected an improved wage offer

If settlement is not reached, the unions will force negotiation at plant level, a move that is likely to meet strong opposition from employers

Seifsa says its members cannot afford to pay an addi-

□ To Page 3

Showdown for a million

From Page 1, 2/6/85
tional R1 720-million a year
in wages.

The International Metal-
workers' Federation (IMF)
demand alone will add R1 400
to the industry's annual wage
bill.

Labour consultant Andrew
Levy says "The steel and
engineering industries can
expect a rash of plant-based
wage strikes which will peak
in July unless agreement is
reached."

Seifsa director Sam van

Coller warns: "We have no
doubt that if the union de-
mands are met it will lead to
unemployment and further
shutdowns"

80 000 lost

But the unions are unde-
rterred by the threat of re-
trenchment in an industry
where 80 000 jobs have been
lost in the past three years.

Brian Fredericks, general
secretary of the IMF's SA Co-

ordinating Council, says.
"Retrenchments are no
threat because our members
have lost jobs even when no
increases were granted."

The IMF unions have chal-
lenged employers to cut
management perks and show
their sincerity about reduc-
ing costs. The challenge
could add to friction.

Mr Fredericks says: "We
will try to get employers
back to the negotiating
table."

PERFORMANCE.

most extreme driving situations.
In line with BMW's total com-
mitment to safety, the famous
BMW ABS anti-lock braking
system is standard equipment
on the 535i (optional on 528i).
For BMW, it is firmly believed that one
should never start anything one
cannot stop.

As the performance of a car
is directly related to the perfor-
mance of its driver, the interior

of the new 5 series is based on
the interior concept of the
7 series. Furnishing a degree of
luxury and anti-fatigue comfort
rarely if ever found in medium
sized cars.

Having reviewed the perfor-
mance, may we now invite you to
read the reviews. Written not by
us, but by the world's most string-
ent critics. The Motoring Press



acks here out of ...

NUM. De Beers in wage dispute

By CLAIRE PICKARD-CAMBRIDGE

THE National Union of Mineworkers, which concluded its first recognition agreement within the diamond mining industry two weeks ago, has declared a dispute with De Beers over wages at its Namaqualand diamond division.

The NUM, which is demanding a 40% wage increase plus other benefits, such as additional leave days and service increments, has rejected De Beers' offer of an 8,5% wage increase.

The union described the offer as a ploy by the company to break the union's influence among workers at its Namaqualand diamond division, and said the company had also refused to make an offer on other items.

The union, representing 70% of the 3 000 workforce, claims the company has offered other unions increases of between 10% and 11%.

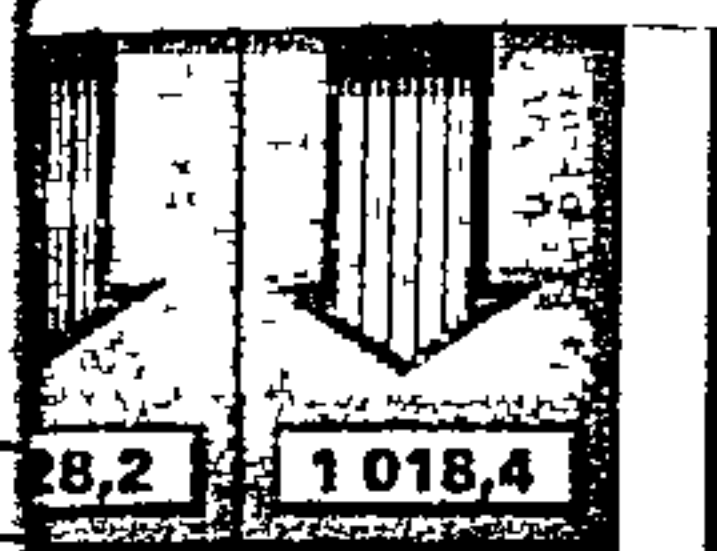
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BMS-R TX544

Investment

Registered office
19 Siemert Road
Doornfontein



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Mine union
declares a ^{B. Day}
wage dispute ^{6/6/85}

By CLAIRE PICKARD-CAMBRIDGE

THE National Union of Mineworkers, representing 150 000 black miners, declared a wage dispute with the Chamber of Mines yesterday

An NUM spokesman said the union had tabled its demands — which include a 40% wage increase and issues like scrapping of job reservation and danger pay — on April 17 and had still not received the chamber's counter-proposals and a negotiation date.

A chamber spokesman said last night that the NUM had not advised them that they were in dispute.

"We don't think a dispute is necessary. The NUM has asked for a meeting and we are arranging to meet them next week anyway."

The union said yesterday it had written to the chamber again and would apply for a conciliation board if it did not receive an immediate response.

The delay has been caused by a struggle within the chamber to reach an offer acceptable to all six mining houses affiliated to it, reports PHILLIP VAN NIEKERK.

The amount Anglo American was prepared to offer was reportedly much higher than those of the other houses.

Chamber industrial relations advisor Johan Liebenberg said yesterday a mandate had been reached

The NUM said yesterday it was "convinced the chamber is stalling, with a view to frustrating our members". The union has no choice but to declare a dispute"

Talks offer averts mine breakdown

By Amfit Manga

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S. Lewis

A BREAKDOWN in wage negotiations between the Chamber of Mines and the 110 000-strong National Union of Mineworkers has been averted by the chamber's offer to start talks on Thursday.

The chamber's offer came hours after the black miners' union threatened to declare a dispute if mine bosses failed to respond to its demand for a 40% wage increase made in April this year.

The National Union of Miners accused employers of using "delaying tactics with a view to frustrating the union and its members".

Dissension

The chamber acknowledges that it took longer to respond to the union than in the past, but rejected suggestions that dissension in its ranks was one of the reasons for the delay.

This year's negotiations could be the last outside a unitary negotiating forum for both black and white unions.

The chamber says: "Considerable progress has been towards establishing an industrial council for the industry."

But the potentially explosive question of job reservation will have to be resolved before talks to establish a

non-racial industrial council begin.

Johan Liebenberg, industrial relations adviser to the chamber, says "Talks aimed at meeting requirements of the Wiehahn recommendations on scrapping job reservation are advanced."

A strike by 25 000 white miners over wages was also averted this week. Soon after the Mineworkers Union informed its members that details of a strike ballot would be posted on shaft notice boards, the union and the chamber settled

9/6/85 Profits

The union appears unhappy with the 11% increase granted to its members. It accepted 11% after saying that its final demand of 11.5% meant a drop in the standard of living of its members of almost 5%.

The union accused the mines of hiding huge profits. Mr Liebenberg says "We do not negotiate on the basis of the volatile gold price."

The white miners' leader, Arrie Paulus, says "We decided to drop our demand to 11.5% even though we were not mandated to do so. It was held that everything possible should be done to avoid a strike that could damage the country's economy."

Mr Liebenberg hopes for a quick settlement with the black miners, but observers say it is unlikely that the NUM will follow the same path as Mr Paulus' union.

B. Day *28/8/85*
**NUM preparing
for a strike ballot**

By CLAIRE PICKARD-CAMBRIDGE

PROSPECTS of widespread strikes on the gold mines are looming after the rejection by the National Union of Mineworkers (NUM) of a final offer on pay rises.

The union's central committee decided yesterday to reject the Chamber of Mines offer — which has been raised to about 19% — and next week will be conducting strike ballots at 18 of the 44 gold mines where the NUM is represented.

The chamber's final offer is said to range from R26 for group 1 surface workers to R74 for group 8 underground workers.

However, the chamber would not confirm this or comment on the situation.

The NUM is demanding a 23% across-the-board increase.

Other proposals the NUM has rejected include a two-hour reduction in the number of working hours a fortnight, 14 days of paid leave and a 50% leave allowance.

The NUM wants 21 days of paid leave, a 75% leave allowance and a six-hour reduction in working time a fortnight.

It is also demanding participation in negotiations for the removal of job reservation and Labour Day as a paid

holiday. These were rejected earlier by the chamber.

An urgent need for a settlement is mounting because the traditional date for implementing increases for black gold miners is July 1.

Although the NUM only negotiates for members on mines where it is recognised, the outcome usually affects other miners in the industry.

It is not known whether the chamber will withhold the implementation of these increases for the many workers who are not union members.

The NUM has also declared a dispute with the chamber over wages of black coal miners. Conciliation board talks are to take place today.

Last year the chamber implemented an increase of 13% to 14% for black gold miners, but the NUM only agreed to this after an adjustment to the package and when strikes were already going ahead on several Anglo American mines.

Annual negotiations between the chamber and whites on its collieries and gold mines ended early this month with an 11% pay increase for the 47 000 officials and workers.

Strike: ^{CAF 7.25} Black ^{29/6/85} miners ²¹³ to vote ¹⁵³

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers announced a strike ballot for black coalminers next week after deadlock at conciliation board talks over pay increases with the Chamber of Mines yesterday

The announcement came within 24 hours of a NUM decision to hold a strike ballot among black workers on the goldmines, and opens the way for a massive legal strike on both gold and coal mines

The chamber is offering increases of about 19 percent while the NUM is demanding 23 percent

Exact support for the NUM is not known but a spokesman for the NUM said their latest figures showed a signed-up membership of 160 000 black miners

The first stirrings of dissatisfaction with this year's increases, due to come into effect from Monday, were felt yesterday when more than 3 000 workers at the Bracken goldmine near Evander failed to go underground

Gencor, owners of the mine, said night-shift workers had refused to go down on Wednesday and all but a few day-shift workers failed to go underground yesterday

It said there was little damage to mine property and the situation at the mine was calm. Workers had been instructed to return to work and had been invited to appoint representatives to discuss possible grievances

Miners get rises despite strike bid

Thousands of mineworkers will get their annual wage increases today despite the breakdown in talks between the Chamber of Mines and the National Union of Mineworkers (NUM).

The increases are given against the backdrop of a possible strike by black miners following the union's rejection of the Chamber's final offer of a rise of between 14.1 and 19.6 percent.

The NUM has demanded an across-the-board rise of about 23 percent.

A decision to hold industrial action ballots at 18 gold mines and 11 collieries where the NUM is recognised, was taken on Friday after the Chamber had presented the union with its final offer.

An NUM spokesman was confident today that the new wage increments would not change members' attitudes towards going on strike.

He said the increases would not replace members' buying power, which had been eroded by the decline in the economy.

"The increases are far below the 40 percent our members originally asked for," said the spokesman.

A Chamber spokesman said today the Chamber was still willing to talk to the NUM if it showed that it wanted to negotiate "seriously".

He said the Chamber considered the increases to be among the highest granted in South Africa this year.

He would not comment on the strike ballot decision.

Star 1/7/85

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Miners' pay decision may not halt strikes

11/7/35 213 B. Day

By CLAIRE PICKARD-CAMBRIDGE

THE decision by the Chamber of Mines to implement wage increases for its 550,000 black gold and coal miners today will not stave off plans by the National Union of Mineworkers to begin strike balloting at recognised mines.

The increases which range from 14.1% to 19.6% on Chamber minimum rates, are said to be among the highest granted in SA this year but NUM which is demanding a 22% across-the-board increase, begins balloting tomorrow and the outcome may be known by the end of this week.

NUM general secretary, Cyril Ramaphosa, said the union has not yet decided whether to ballot at all 18 gold mines and 11 collieries where they are recognised by chamber members. However, the union warns that the industry may experience "unprecedented strike action" if the chamber does not revise its final offer.

If NUM had to negotiate further increases, the mining houses would probably have to decide at either industrial or individual level whether to bring the rest of the wages into line.

However, Johan Liebenberg, the industrial relations advisor to the chamber, said the industry had not yet given this possibility any thought.

The chamber's package this year includes improved shift allowances for monthly paid staff, increased overtime payment, an allowance for working a split shift, the introduction of an industry holiday-leave scheme and the introduction of a holiday-leave allowance scheme for those who do not have one.

The NUM has rejected the chamber's final offer because most workers earned above the minimum rates and would not be receiving as high a percentage increase.

Members had also lost purchasing power due to inflation, he said.

CHE Trans 1/7/85
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NUM claims 200 000 could go on strike

From PHILLIP
VAN NIEKERK

JOHANNESBURG — Amid fears of widespread labour unrest in the country's mining industry, about 8 000 striking workers on two gold-mines have been given an ultimatum to return to work today

The workers, from Gencor's Leslie and Bracken mines in the Eastern Transvaal, continued their strike this weekend in protest against the Chamber of Mines' annual wage increases

The National Union of Mineworkers (NUM) is pressing on with plans for a strike ballot tomorrow on gold and coal mines, which the union claims could bring more than 200 000 workers out on legal strike in the next fortnight

Increases

The Chamber of Mines announced at the weekend that it would proceed with the implementation of wage increases due today for the industry's 550 000 gold and coal mineworkers — in spite of the dispute with the NUM which saw the conciliation board talks for both the coal mines and the gold mines deadlocked last week, opening the way for legal strike action

The increases vary between 14 and 19,6 percent and include concessions on working hours

The NUM is holding out for 22 percent across-the-board, an increase in minimum paid leave from two weeks to three weeks, leave al-

lowances, a half-holiday on May Day, shorter working hours and talks with white miners aimed at the scrapping of job reservation

Mr Cyril Ramaphosa, general secretary of the NUM, yesterday predicted that at least 200 000 workers on the 18 gold-mines where the NUM is recognized would support the strike

"We also have a presence on 12 more gold-mines, and workers on these mines feel just as strongly about the increases," he said "The point of the strike will, we hope, be to force the Chamber to bargain with us seriously in future so that they don't come to us with predetermined wage increases

"Once they see 200 000 are on strike, that would be a good sign to start negotiating in good faith. At present I don't think they believe we can muster that kind of strength"

Mr Johan Laebenberg, the Chamber's industrial relations adviser, emphasized that the amount they would be paying out from today was their final offer to the NUM, though he said the Chamber was still open to a "realistic" offer from the NUM

Yesterday a spokesman for Gencor confirmed that they would be paying less on the basic increases than the other five mining houses, but that their fringe benefits would in some cases be higher

By late yesterday Gencor was the only mining house to be hit by strike action

8 000

striking

miners get

ultimatum

Mercury Correspondent

JOHANNESBURG—Amid fears of widespread labour unrest in the country's mining industry about 8 000 striking workers on two goldmines have been given an ultimatum to return to work today

The workers, from Gencor's Leslie and Bracken mines in the Eastern Transvaal, continued their strike this weekend, reportedly in protest against the Chamber of Mines' annual wage increases

A spokesman for Gencor said they had advised the workers, who failed to go underground on Saturday, to return today

The National Union of Mineworkers (NUM) is pressing on with plans for a strike ballot tomorrow on gold and coal mines, which the union claims could bring more than 200 000 workers out on legal strike in the next fortnight.

The Chamber of Mines announced at the weekend that it would proceed with the implementation of wage increases due today for the industry's 550 000 gold and coal

mineworkers

This is in spite of the dispute with the NUM which saw the conciliation board talks for both the coalmines and the goldmines deadlock last week, opening the way for legal strike action

Workforce

Mr Johan Liebenberg, the chamber's industrial relations adviser, told a Press conference on Saturday that they were implementing the increases because the NUM represented only a fraction of the workforce

In addition, he said, July 1 was the traditional date of implementation for the increases and workers would be expecting them

The increases, which were the chamber's final offer to the NUM, vary between 14 percent and 19,6 percent on the chamber

minima, and include concessions on the number of working hours per fortnight

The NUM is holding out for 22 percent across-the-board, an increase in minimum paid leave from two weeks to three weeks, leave allowances, a half-holiday on May Day, shorter working hours and inclusion talks with white miners aimed at the scrapping of job reservation

Hectic

Mr Cyril Ramaphosa, general secretary of the NUM, yesterday predicted that at least 200 000 workers would support a strike

By late yesterday Gencor, which runs both Bracken and Leslie, was the only mining house to be hit by strike action in what is traditionally a hectic period at the mines

the base.

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Mine workers' strikes loom

By JOSHUA RABOROKO

THOUSANDS of black mine workers are to hold strike ballots starting tomorrow threatening widespread industrial action on gold and coal mines in the country within weeks.

The National Union of Mineworkers' central committee has rejected the Chamber of Mines offer — which has been raised to about 19 per cent — and the ballots will be conducted at the mines where the union has recognition agreement

The Chamber's final offer is said to range from R26 for Group I surface workers to R74 for Group 8 underground workers. The Chamber of Mines' industrial relations advisor, Mr Johan Liebenberg, has announced that they will give its 550 000 black workers wage increases from today despite the strike threat by the NUM

He said most mineworkers favoured the chamber's offer. There would also be an increase of five per cent allowance for split shifts and half per cent increment for the length of service

However, NUM's

general secretary Mr Cyril Ramaphosa said the union viewed the chamber's announcement in a serious light and will challenge the employers' organisation because "this we see as an unfair labour practice

"We have a recognition agreement with the chamber and we do not see how they can implement wage increases without agreeing with the union. We have rejected their offer and they should negotiate with us in good faith until agreement is reached," Mr Ramaphosa said

The union has resolved to hold strike ballots at all the mines where they have recognition agreement. The members were in favour of taking industrial action following a resolution taken at their annual conference

An urgent need for a settlement is essential to avert a strike which might have serious effects on thousands of miners, most of whom are migrant workers, an industrial relations consultant has warned

The consultant said there was a growing point of concern between employers.

20 000 miners

AKGUS 27/78
face dismissal

JOHANNESBURG. Twenty thousand miners on strike over their annual pay increases at Free State and Eastern Transvaal gold mines face dismissal if they do not return to work today

One miner has been killed in unrest following the strikes yesterday at three mines owned by the General Mining Union Corporation (Gencor)

The company said that 560 workers had already been fired — Sapa

Gencor hit by pay protests

Police break up striking OFS miners

213

2/7/85 B. Day



By ROY BENNETTS and
CLAIRE PICKARD-CAMBRIDGE

POLICE dispersed about 3 500 striking miners with rubber bullets, bird-shot and tearsmoke at Gencor's Beatrix gold mine in the Free State yesterday after workers allegedly caused R1m damage to a shop on mine grounds.

The National Union of Mineworkers has condemned the action, saying the workers had not been violent.

Nearly 27 000 black miners have staged strikes at five Gencor gold mines over the last few days, reportedly in protest against annual increases that were implemented yesterday.

About 7 000 of these strikers at Gencor's Bracken and Leslie mines in the Eastern Transvaal returned to work yesterday, but not before 560 had been dismissed as a result of two strikes over the weekend, a Gencor spokesman said.

However, 19 700 black miners at Kinross and Winkelhaak mines in the Eastern Transvaal and at Beatrix gold mine, near Welkom, went on strike yesterday amid incidents of unrest at some hostels.

Although the National Union of Mineworkers is not recognised at the five Gencor mines, it said dissatisfaction had been triggered by Gencor's announcement of its increases, which were below Chamber rates.

While Gencor chairman Ted Pavitt did not confirm this yesterday, he said Gencor would find it difficult to move above the minimum it had offered.

He said he did not know the full demands of the strikers. They had been asked to elect a representative to discuss these, but had not yet responded. The NUM, however, said its request to discuss the matter with Gencor management had been refused.

Gencor stands to lose just under R2m a day if the present strikes continue at its three affected mines.

The three mines combined produce about 95,5 kg of gold a day. At today's selling price of R20 000 a kg, this means Gencor is being held over a barrel by the strikers to the tune of R1,9m daily.

The NUM has been organising at these mines, and said although it had not expected these three strikes, it had been aware of great dissatisfaction at Gencor mines. The union begins balloting at recognised mines only later this week.

The union has also condemned Gencor's dismissal of 560 striking workers, saying it is going to challenge this decision. It said workers were generally unhappy with the Chamber's increases, which came into effect yesterday, and said it would not be surprised if mines that were not fully unionised decided to take action.

The Chamber's final offer to black miners on its member gold and coal mines ranges between 14,1% and 19,6% on minimum rates, while the NUM is demanding an across-the-board 22%.

A Chamber spokesman said it was not involved in the Gencor strikes at present, but that some method of conciliation would be sought if the strikes spread to other member mines.

MINER UNITS as 20 000 strike over pay rises

CAPL TIMES 2/7/85 213

From PHILLIP VAN NIEKERK

JOHANNESBURG. — One miner died and about 560 were fired as more than 20 000 workers on Gencor goldmines went on strike in protest against their annual wage increases yesterday.

Teargas was fired at workers as incidents of unrest flared on the three mines — Beatrix near Welkom and Kinross and Winkelhaak near Evander in the Eastern Transvaal.

Gencor has told all 20 000 workers to return to work today or be fired.

The two mines hit by strikes at the weekend — Bracken and Leslie — were back to "normal" yesterday, and the company announced that about 390 workers at Leslie and 170 at

Bracken had been sacked.

The strikes were triggered by the annual increases Gencor is giving less than the amount rejected last week by the National Union of Mineworkers (NUM), and which most of the other mining houses will be implementing this week.

Control

NUM, which is preparing for a strike ballot on the 18 goldmines where it is recognised, has a presence but no recognition agreements at the five strike-hit mines.

A spokesman for NUM said they were waiting till after the strike ballot which starts today before launching their legal strike and had the situation under control at their mines.

Meanwhile, a Gencor spokesman said last night that one miner had died in unrest at the three mines yesterday afternoon.

Looting

He said the death occurred at Winkelhaak gold mine and the dead man was brought to the hospital at Winkelhaak by two employees who subsequently ran away. "The cause of death is unknown and is being investigated," he said.

He said that at Beatrix mine, a concession store was looted and burnt down.

The SA Police were called in early this afternoon to disperse the crowds, which had

formed at two of the four sections of the hostel. No injuries were reported.

In an earlier statement Gencor said most of the combined workforce of 7 600 at Bracken and Leslie who struck over the weekend had returned yesterday morning following an ultimatum to work or face dismissal.

The statement said the 170 at Bracken and 390 at Leslie had had their services terminated.

Gencor said about 8 400 workers at Kinross, 7 300 at Beatrix and 4 000 at Winkelhaak had, however, refused to work yesterday, and as the strike continued onto the night shift the number was expected to swell.

Biggest-ever

No incidents were reported in the rest of the industry, however, which is facing its biggest-ever strike by black mineworkers unless the Chamber and the NUM can reach agreement in the next few days.

All was quiet at Rand Mines' marginal Durban Deep and ERPM mines where the company is implementing increases higher than Gencor but lower than the Chambers' offer to the NUM.

Meanwhile, the NUM has applied for a conciliation board for its dispute with De Beers over wage increases at its Namaqualand Division, opening the possibility of a strike in the diamond mining industry as well.

Business report

Pages 12 & 13

● National Acceptances under judicial management

● Syfrets cuts part bond rates

● Protea earnings still on target

● City's first corporate bank to open soon

● Forex losses knock Mercatrust

● Sage Fund raises income

BUSINESS BRIEF

Gold (close)	\$313,50
Rand	\$0,5070/80
FT index (close)	952,50
JSE	1081,80
Dow Jones	1 337,14

Striking miners in big return to work

213 B. Day 3/2/85
MORE than 90% of the 20 000 workers who struck at three Gencor gold mines on Monday returned to work yesterday after management threatened to fire them.

The mines are Winkelhaak and Kinross, near Evander, and Beatrix, in the Free State.

One miner died at Winkelhaak and police used rubber bullets, birdshot and tearsmoke to disperse strikers at Beatrix on Monday.

Bruce Evans, chief of Gencor's Gold and Uranium Division, said that absenteeism had varied from a normal 1% to 6%-7% on the three mines yesterday.

The absentees were being interviewed to find if they had valid reasons for not working.

Those who had ignored management's ultimatum could resign or be discharged, he said.

About 7 600 workers went on strike at Bracken and Leslie mines at the weekend and all except 560 returned to work on Monday.

The company said that 500 of these workers had indicated that they wished to resign and had not been fired. These workers were already returning to their homes.

The National Union of Mineworkers (NUM), which is not recognised at the affected mines but nevertheless organ-

By CLAIRE PICKARD-CAMBRIDGE

ises there, said most workers returned to work at Beatrix yesterday.

The company denied that there was unrest on their mines yesterday.

NUM said earlier that the strikes were in protest against annual increases which were implemented on Monday. However, the company did not confirm this and said that reasons for the incidents were being investigated. They claimed that most workers had been pleased when told of their increases last week.

The company said that loss of earnings had been minimised owing to milling from stockpiles.

NUM begins taking strike ballots only at recognised mines today or tomorrow and has warned that the industry could expect "unprecedented labour unrest" if it did not revise its final offer.

Deadlock was reached in negotiations between the Chamber of Mines and NUM last week when the union, which is demanding a 22% across-the-board wage increase, rejected wage increases ranging from 14,1% to 19,6% on minimum rates.

The police said yesterday that no unrest had been reported at Gencor mines.

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3 killed, 4 hurt in fighting at mine

From COLIN HOWELL

JOHANNESBURG. — Three miners died and four were injured, one critically, in violence at the Western Platinum mine near Rustenburg yesterday

Police fired rubber bullets and teargas and used sjamboks to disperse hundreds of miners involved in "faction fighting" and later arrested 14 workers, a spokesman for the police public relations division said last night.

The violence is believed to have started after a work stayaway call was ignored by some miners

"The police were called in when the rioters started destroying mine buildings," the police spokesman said

"After dispersing the rioting miners, police found the bodies of three miners, who had been killed by their fellow workers, and four men were found injured, one critically," he said

Damage at the mine, part of which is in Bophuthatswana, is understood to run into millions of rands. The platinum mine is owned by the British company Lonrho

The general manager of the mine, Mr A A Saffy, said late last night "I have no comment to make"

The 14 arrested men were apparently being held in terms of the Internal Security Act.

(213) (file) B. Day
5/7/81

Gencor pays off 1 543 after strikes

By CLAIRE PICKARD-CAMBRIDGE

GENCOR has paid off 1 543 miners after strikes involving about 27 000 workers at five of its mines over the past few days.

The company said yesterday that 1 255 (about 75%) of those paid off had chosen to resign after failing to respond to a management ultimatum to return to work.

The remaining 288 who had been fired had all been from Beatrix mine in the Free State, where police dispersed strikers with rubber bullets, tearsmoke and birdshot on Monday.

Bruce Evans, chief of Gencor's gold and uranium division, said the company still had no idea what the cause of the strike had been, and thought it would be difficult to find out.

He said communication from management to workers was good, but conceded that communication from workers to management was "not good".

The National Union of Mineworkers, which is not recognised at the mine, but nevertheless organises there, said earlier that strikes were in protest against Gencor's pay increases, which were below the Chamber's minimum offer.

Gencor confirmed its increases were about 2% lower than the Chamber's offer, but said the addition of holiday leave bonuses brought them above it in many cases.

MINE LABOUR

Wage turmoil spreads

The mines are once again experiencing labour turmoil. Brief strikes have occurred at five Gencor mines since Friday, and 560 miners who failed to respond to a company ultimatum to return to work have been paid off.

A miner died during the strike at Gencor's Winkelhaak mine, although the cause of his death is not yet clear. And following the deadlock reached at wage talks between the National Union of Mineworkers (NUM) and the Chamber of Mines last week, this could be just the beginning of widespread strike action by black gold and coalminers.

According to the NUM, the Gencor strikes were precipitated by a company decision to grant increases, at all its mines, which are lower than those implemented by other Chamber mines on July 1. Gencor CE (gold and uranium) Bruce Evans confirms that the monetary increases are lower, but says that better fringe benefits mean that the total package is higher than Chamber minima. He adds that the company is still investigating the cause of the strikes. The NUM is not recognised at the mines hit by strike action. It is, however, recognised at one Gencor mine — Marievale.

The Gencor strikes began on Friday at the Bracken and Leslie mines. The company soon issued an ultimatum to the 7 600 strikers to return to work. Several hundred did not return and an initial company statement said that they had been dismissed, although a later statement said the 560 miners "chose to resign."

These events were immediately followed by the Sunday night and Monday morning shifts at the Kinross, Beatrix and Winkelhaak mines going on strike. The company says more than 16 000 employees were involved. After a "final warning" another ultimatum was issued, and a Gencor statement released shortly before the *FM* went to press said that all had returned to work. The company says police used rubber bullets, birdshot and teargas to "disperse strikers" at the Beatrix mine. A post mortem was held on Tuesday to establish the cause of the Winkelhaak miner's death.

Evans says the ultimatums were issued because "no employer can have workers in service who are not prepared to contribute to the business. This is a fundamental principle." He adds that Gencor believes its wages are "fair."

Meanwhile, the NUM has announced it will begin conducting strike ballots this week at the 18 gold mines and 11 collieries where it is recognised. This follows the deadlock reached between the NUM and the Chamber of Mines in a series of conciliation board

meetings. Nevertheless, Chamber mines (with the exception of Gencor's) have implemented the terms of the last Chamber offer to the union, arguing that the NUM only covers a portion of the industry's workforce. This includes increases ranging from 14,1% to 19,6% on minimum rates, improved shift allowances and overtime pay, and the introduction of holiday leave and holiday leave allowance schemes for employees who have not benefited from them until now.

Last Friday the NUM reduced its wage demand from 27% to 22% across-the-board. But the Chamber rejected the proposal as "unrealistic," claiming that when the union's demands for improved fringe benefits are added to its wage demands, it amounts to the equivalent of an overall 32% increase on gold mines and 41% on collieries. A Chamber source says that as far as it is concerned, the negotiations are over. Only if the union submits a "realistic" proposal is there any possibility that talks will be reopened, he says.

But NUM general secretary Cyril Ramaphosa insists that the unions last proposal "was realistic," and he discounts any possibility of the union making a revised demand. The NUM's paid-up membership is now about 80 000. Since last year, when an estimated 64 000 miners participated in a brief work stoppage over wages, its membership has more than doubled and is located at a number of mines over and above the 29 where the union is recognised. As the Gencor strikes indicate, concerted strike action, if it occurs, is unlikely to be confined to those 29 mines. ■

SACC AND GOVERNMENT

Clampdown looms

Tensions between government and the South African Council of Churches (SACC) — more specifically, general secretary Beyers Naudé — appear to be approaching breaking point. And some observers believe there could soon be a new crackdown by the State on the organisation and some of its officials.

In the latest confrontation, President P W Botha warned Naudé this week that SA could not afford the SACC's "irresponsible action" and "malicious propaganda." Earlier Law and Order Minister Louis le Grange sent Naudé a "friendly message."

Botha wrote an open letter to Naudé following last week's SACC conference in Johannesburg at which the State was repeatedly attacked on various issues — including security force actions in the townships — and a call was made for a civil disobedience

campaign.

The SACC sent a telex to Botha calling for the withdrawal of police and troops from the townships. Then, on Tuesday, Naudé said the SACC was formulating a reply to Botha and that a press conference would subsequently be held.

The row started with Naudé's address to the organisation's national conference at the weekend, calling on member churches to "initiate and support more meaningful and effective non-violent actions, including well-



SACC's Naudé ... formulating a reply

planned actions of civil disobedience" in order to resolve the "serious situation of crisis and conflict."

No sooner had Naudé's statement appeared in the media than Le Grange warned the SACC general secretary and his organisation "The present campaign which you are conducting to encourage civil disobedience can lead to illegality, licentiousness, confrontation with the authorities and eventually to violence."

The Minister went on "Civil disobedience has already been fully dealt with by the Eloff Commission, and the findings are set out in their report. Therefore, there is no lack of clarity regarding the implications of civil disobedience."

In his letter to Naudé, Botha said he was "surprised" that Naudé and "certain representatives of churches which belong to the SACC" had taken it upon themselves to instruct government and other organisations

Gencor miners resign

CAPE TOWN 5/7/85

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213
213
213
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From PHILLIP
VAN NIEKERK

JOHANNESBURG — The General Mining Union Corporation (Gencor) has paid off 1543 workers in the wake of the wage strikes by 27 000 workers on five gold mines in the past week.

Mr Bruce Evans, the chief executive of Gencor's gold and uranium division, said the vast majority of these had "resigned of their own accord". Only a few had been discharged.

Mr Evans said they had not yet established the cause of the strikes, which coincided with the annual wage increases for the industry's 550 000 workers.

He said Gencor was implementing increases on average about two percent lower than the Chamber of Mines' final offer, but that the holiday leave allowance the company was implementing added up to another four percent.

'Very fair'

The chamber offer has been rejected by the National Union of Mineworkers (NUM) which begins strike balloting on its 18 recognized mines on Monday.

Mr Evans said Gencor regarded the increases as "very fair" and were much higher than productivity improvement.

Meanwhile, about 85 workers from Lonrho's Western Platinum Mine

near Rustenburg have been arrested on charges of public violence following a strike over pay increases yesterday in which three workers died.

Mr Ian Hoffe, Lonrho SA's technical director, said all 4000 strikers were back at work yesterday barring about 200 who had "disappeared".

Sapa reports that hundreds of Western Platinum miners remained in their dormitories yesterday, refusing to go to work after the violence.

Average

Workers said trouble flared on Wednesday at 3am after workers assembled in the Wonderkop Hostel to protest against wage increases.

They said the mine had offered to increase wages by an average of R1 a shift from last weekend. Workers are demanding "at least R10" increase a shift.

When the situation got out of control, police were called to the mine and used tearsmoke, rubber bullets and sjamboks to disperse the mineworkers. Police said one death had been reported.

Mr Hoffe said three had died. One was a striker who had been run over by a worker who had hijacked a bus, the second was the driver of the bus who had been attacked by a mob and the third had been run over by a car.

electricity — which represents about five months' consumption — and R618 289 for rent and other services

Katlehong on the East Rand owed R1,3m for rent and service charges, or 52,99% of receivable revenue. In addition, numerous families had been owing for considerably longer than four months and "no further charges are being debited to them"

Daveyton owed R117 817, 14% of the service amounts receivable, Kagiso R388 960 plus R133 376 for metered water and electricity (seven months' consumption); Wattville R19 027, 11% of the service accounts receivable; and Kwa-Thema R151 778, representing 26% of receivable revenue

Vosloorus was R17 744 in arrears, which was 8,3% of service accounts receivable, Dobsonville owed R107 064, Diepmeadow R461 217, Tokoza R147 845 and Tembisa R59 582, while Alexandra had no records of unpaid rent. ■

PETTY APARTHEID

Fight on the beaches

Cape Town City Councillor Jan van Eck is stepping up his crusade to keep city beaches and swimming pools free of what he calls "economic apartheid". This follows the rejection by the council of his appeal for the opinion of residents to be properly tested on

plans to fence some beaches and raise entry fees to pools.

Van Eck says he already has 5 000 signatures on a petition calling on the council to reverse an earlier decision to introduce measures — at a cost of R500 000 — to stop over-crowding and "anti-social behaviour" on beaches and at pools. September is the earliest he can formally move in council that the previous decision be "reviewed and rescinded". He hopes by then to have the backing of tens of thousands of Capetonians.

The city's beach and pool row goes back to the bumper holiday season last Christmas and New Year when thousands of locals joined visitors on the beaches and in the more popular pools. Cape Town has not enforced beach or pool apartheid for a number of years.

The crowded facilities at Christmas time led to a few incidents of rowdiness and raised complaints mainly from residents along the Atlantic seaboard — many of whom seem to believe the beaches and pools belong to them exclusively. Van Eck believes some right-wing Nationalists on the council exploited the situation to whip up racial hostility by blaming the crowding and unpleasant incidents on blacks.

He believes further that a "vociferous minority" of residents in the Sea Point-Camps Bay areas influenced the council's amenities and health committee to push for the council's adoption of restrictive measures as a

"pilot" scheme

The proposals as adopted will mean the fencing of sections of the beach at Camps Bay, Milton Pool in Sea Point, and Mnandi on the False Bay coast. A family of five could pay about R3 to enter the enclosures.

Entrance tariffs for the three main "regional" swimming pools — Sea Point, Newlands and Muizenburg — will rise by 200% for adults from 50c to R2, and by 100% for children from 20c to 40c. In this way, the council hopes to stem "anti-social behaviour". If the measures succeed, they could be extended to other beaches.

Van Eck, however, believes the move is based almost entirely on racism. "As far as I'm concerned, the people who have fought for these measures have done so because they know they will keep out the poor — who in South Africa just happen to be black.

"What we are facing is a more sophisticated type of apartheid. It's a direction in which our society as a whole is moving," he says. ■

VAAL REEFS

More labour pains

Anglo American's Vaal Reefs mine in Orkney — scene of the mass dismissal of more than 14 000 miners during a strike in April — continues to be plagued by labour problems.

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This is reflected in court papers relating to the mine's attempt to evict from one of its hostels a number of workers — dismissed for reasons not related to the strike — whom the company alleges represent a threat to its operations. The case has developed into a complex legal dogfight between the black National Union of Mineworkers (NUM) and Vaal Reefs, and some remarkable allegations have been made

The saga began in May when two Vaal Reefs employees who had been dismissed in April were served with summonses and given three days to respond to an eviction application brought by the company in the Klerksdorp Magistrate's Court. The NUM's attorneys noted their opposition, but the action was withdrawn shortly thereafter

This was a temporary respite, however, as on May 17 Vaal Reefs brought an urgent application to the Supreme Court to have them — and 10 other dismissed miners — evicted.

Besides turning down, for the time being, Anglo's request that certain parts of the evidence should be presented in camera, the court granted a *rule nisi* in terms of which the 12 respondents were ordered to:

Show cause by May 28 why they should not be declared to have been lawfully dismissed; and

Show cause by May 28 why they should not be evicted forthwith.

In addition, the *rule nisi* stated that:

- The workers should leave the mine premises pending the return date,
- The order be served by the hostel manager announcing its terms over the public address system, and
- Copies of the order to be available in his office.

The status of this part of the order later came into dispute

After the *rule nisi* was granted, eight of the workers left the mine. On May 27 the four remaining workers approached their attorneys saying they had been "harrassed" by mine security guards. One alleged he had been assaulted

On the return date — which was postponed for a week — the NUM's attorneys argued that the four had not been lawfully dismissed. The workers claimed they did not have adequate opportunity to defend themselves at inquiries and stated that they intend contesting their dismissals in the Industrial Court.

The NUM's lawyers challenged Vaal Reefs' contention that parts of the order granted were more than a *rule nisi*. They argued that the company had mistakenly taken the order to mean that the workers should actually leave the mine pending the return hearing. They also said the order was not served at all because some of the workers did not hear it over the hostel's public address system

The miners further disputed Vaal Reefs'

acting personnel manager Pieter Goosen's contention that some of the 12 had attempted to "inflare violence on the mine and spread discontent" while the others' conduct was "also subversive of proper discipline and of mine management authority"

In response to this the Vaal Reefs mine manager submitted an affidavit backing Goosen's contentions. He alleged that the company's behaviour must be seen against the background of:

An assault on a shift boss by two of the respondents on April 25,

The discovery of 12 petrol bombs in the NUM office and 92 sticks of gelignite and 25 lengths of fuse in a hostel, although not the hostel in which the respondents resided. A black miner alleges that he was intimidated into buying petrol for the bombs "by a group of NUM shaft stewards",

One respondent is accused of holding a meeting to arrange a work stoppage on May 14 — the day when work stoppages were held throughout the country in protest against the death of unionist Andries Raditsela after his release from police custody. He admits doing this, and

Fourteen locomotives were damaged "in an act of sabotage"

The workers have not yet had a chance to respond to Vaal Reefs' allegations and the matter has been postponed to August. The four workers have, meanwhile, left the mine and are living in other accommodation ■

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Gencor in the dark over cause

213

The climate of general excitement which normally precedes wage increases might have had something to do with the strikes by 27 000 black workers at five Gencor gold mines during the past week — but nobody in the company's management knows whether the increases themselves have played a role in the unrest.

In Johannesburg yesterday, the senior executive of Gencor's gold and uranium division, Mr Bruce Evans, said "We don't have the faintest clue what really caused the strikes and unrest."

When asked if it was then only coincidence that the unrest followed the implementation of their annual increases, Mr Evans said the atmosphere of excitement might have played a role. One black mineworker died in the unrest.

According to Mr Evans, the wage announcements were positively received by the majority of the 83 000 mineworkers on Gencor gold mines. The increases range from 16,9 percent for the lower categories to 12,2 percent for the higher categories. On average, these increases are about 2 percent lower than the final Chamber of Mines' offer.

"We regard the wage increases that are implemented as very fair. Although it goes against the grain, these increases are much higher than productivity improvement," Mr Evans said.

He pointed out that Gencor's new minimum wages for non-staff black employees in pay categories 1 and 8, surface as well as underground, were either the same as or more than those recommended by the Chamber of Mines.

stay 5/7/85

Cause of reef mineworkers' strikes baffle management

Weekend Argus Correspondent

JOHANNESBURG — The cause of strikes by 27 000 black workers at five Gencor gold mines during the past week is a mystery to the company

The climate of excitement which precedes wage increases is one reason suggested by the management

At a Press briefing in Johannesburg yesterday, the senior executive of Gencor's gold and uranium division, Mr Bruce Evans, said "We don't have the faintest clue what really caused the strikes and unrest."

When asked if it was then only coincidence that unrest followed the implementation of their annual increases, Mr Evans said the atmosphere of excitement might have played a role.

Positively

The unrest claimed the life of one black mineworker

According to Mr Evans, the wage announcements were positively received by the majority of the 83 000 mineworkers on Gencor gold mines

The increases range from 16,9 percent for the lower categories to 12,2 percent for the higher categories. On average, these increases are about two percent lower than the final Chamber of Mines offer

Mr Evans said "We regard the wage increases very fair. Although it goes against the grain, these increases are much higher than productivity improvement"

He said many of Gencor's increases were higher than those recommended by the Chamber of Mines

Three miners killed after unrest over wage dispute

By HERMAN LETSIE

THREE black miners were killed and four injured at Western Platinum Mine on Wednesday after unrest sparked off by a wage dispute.

Miners apparently gathered at the mine early in the morning to discuss pay rises implemented at the weekend and rejected as inadequate by the National Union of Mineworkers.

The company, part of the Lonrho Group, used mine security to quell the initial unrest, a Pretoria police spokesman said.

Cops were later called to the mine. Teargas, rubber bullets and sjamboks were used to disperse mineworkers. Extensive damage was caused to mine property through looting and arson, the spokesman said.

The three miners were apparently killed in clashes between strikers and working miners, he said.

A mine spokesman confirmed there had been unrest, including arson and the looting of a liquor store, but said he knew of only one death so far.

Meanwhile Num is organising a legal strike on 18 gold and 11 coal mines next week.

This is as a result of the Chamber of Mines wage offer which was rejected by Num this week. Num has accused the Chamber choosing a most disastrous and provocative way of dealing with the wage negotiations.

"The 14 to 19 percent wage increases being offered by the Chamber are higher than the 1984 increase - but they're worth a lot less than the 1984 increase in today's money," the Num said in a statement.

Num also claimed the mining industry has made enormous profits in the past year and can therefore not claim poverty. The Chamber's refusal to agree to Num's reasonable wage demand will lead to unprecedented labour unrest.

"The chamber's approach to the wage negotiations has been provocative in that they wanted to compel our union to agree to their pre-determined wage increases without negotiating seriously in good faith," a Num spokesman told City Press.

A strike ballot was conducted on all mines where Num is recognised this week and a legal strike which Num is confident will be supported, will be called next week, unless the chamber alters its position.

NUM prepares strike ballot

Sowetan
8/7/85

THE National Union of Mineworkers (NUM) will hold a ballot among its 100 000 members tomorrow to find out if they will agree to go on strike in support of a demand for a bigger wage increase.

This was confirmed by a spokesman for the NUM, who said that depending on how long it takes to complete the ballot, an announcement on whether or not the NUM will hold a national strike will be made at the weekend.

The Chamber of Mine's Industrial Relations Advisor, Mr Johann Liebenberg, said there had been no further communication between the Chamber and the NUM since last week's deadlock which followed the NUM's rejection of the Chamber's offer of between 14,1 and 19,6 percent wage increase.

The NUM demanded an average increase of 23 percent which the

chamber described as too excessive.

On Monday the Chamber implemented the increases it had offered to the NUM, while the NUM threatened to call a strike if the chamber did not alter its position.

Last week the NUM accused the chamber of negotiating in bad faith by implementing increases which had been rejected by the union. The NUM's general secretary, Mr Cyril Ramaphosa, had said that this was irregular because the NUM was recognised by the chamber.

A NUM spokesman said this week that he was confident the call for a national strike would get an overwhelming support from mineworkers.

Mr Liebenberg said on the other hand that the chamber's offer has been well received by the 550 000 mineworkers throughout the country.

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Mining strike ballot begins
CAPE TOWN 10/7/85 (43) 213
Own Correspondent

JOHANNESBURG — The National Union of Mineworkers' (NUM) strike ballot in the coal and gold mining industries began yesterday in spite of the failure of the union to reach agreement with three mining houses on the ballot procedure

As a result no ballots being held at collieries or gold mines owned by Rand Mines Gold Fields and Lonrho, while voting has started already at Anglo American, Anglovaal and Gencor.

More than 200 000 workers chiefly in the Klerksdorp, Welkom, Witbank and Carletonville areas could be affected if the strike

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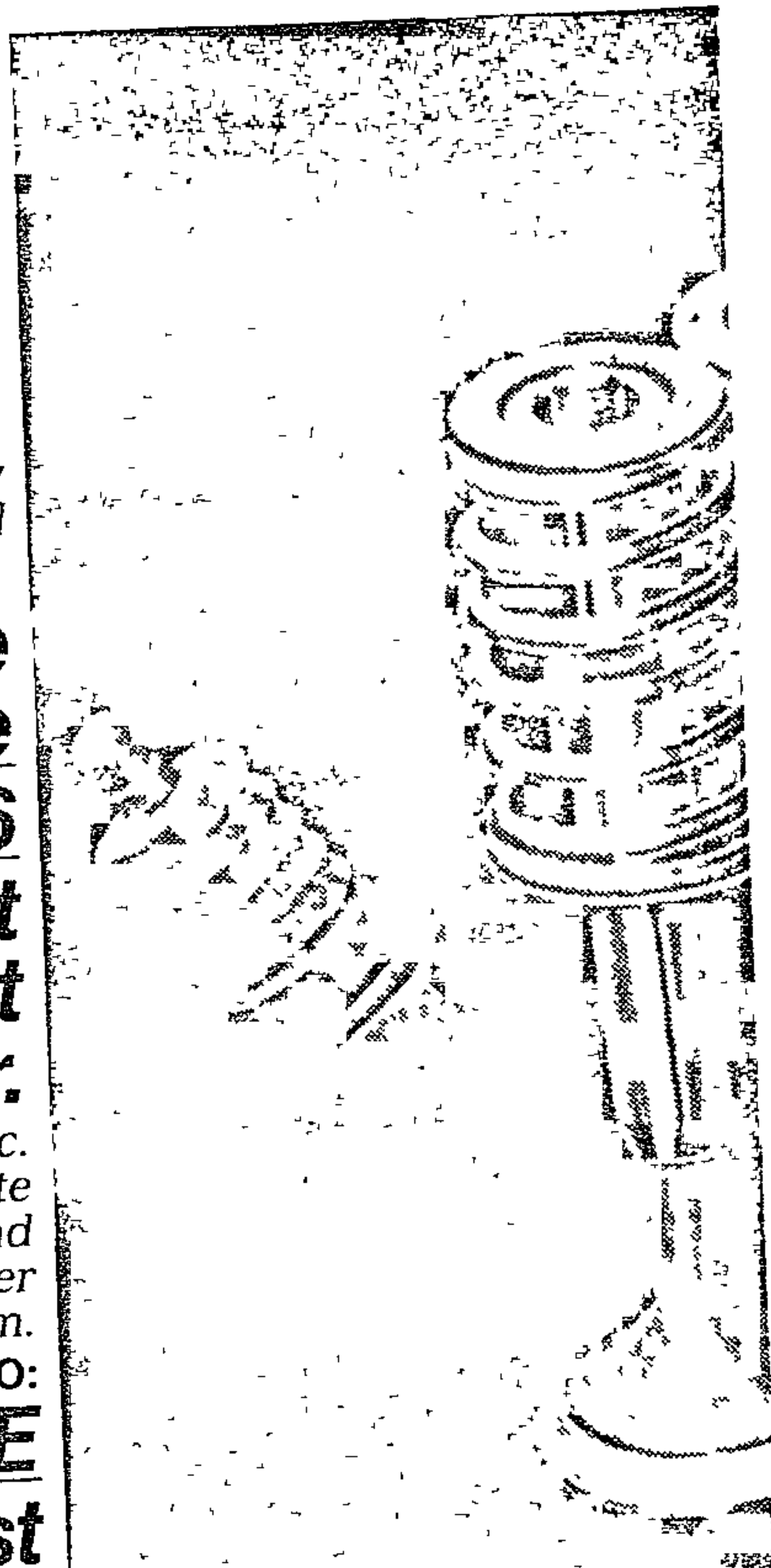
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Gencor pays off 1 500 mine workers

213

July 1985

Mercury Correspondent

JOHANNESBURG—The General Mining Union Corporation (Gencor) has paid off 1 543 workers in the wake of the wage strikes by 27 000 workers on five gold mines in the past week.

Mr Bruce Evans, the chief executive of Gencor's gold and uranium division, said the vast majority of these had 'resigned of their own accord' while only a few had had to be discharged.

Mr Evans said they had not yet established the exact cause of the strikes, which coincided with the annual wage increases for the industry's 550 000 workers.

He said Gencor was implementing increases on average about 2 percent lower than the Chamber of Mines' final offer, but that the holiday leave allowance they were implementing added up to another 4 percent increase.

The chamber offer has been rejected by the National Union of Mine-

workers (NUM) which begins strike balloting on its 18 recognised mines, including Gencor's Marikona mine near Springs, on Monday.

Mr Evans said Gencor regarded the increases as 'very fair' and said it was unfortunate that they were much higher than productivity improvement.

Meanwhile, about 85 workers from Lonrho's Western Platinum Mine near Rustenburg have been arrested on charges of public violence following a strike on Thursday in which three workers died.

Mr Ian Hoffe, Lonrho SA's technical director, said all 4 000 workers who participated in the strike were back at work yesterday barring about 200 who had 'disappeared'.

Unrest flared after the annual increases for the workers — which are linked to the Chamber of Mines' increases on gold and coal mines — were announced on Tuesday.

NUM claims 200 000²¹³ New^{117/35} involved in ballot

By CLAIRE PICKARD-CAMBRIDGE

STRIKE balloting continued at about 19 gold and coal mines yesterday as the National Union of Mineworkers staged its final test for support on massive industrial action.

The union said that 200 000 workers could be involved, with voting taking place at one Anglovaal mine, three Gencor mines and about 15 Anglo American mines.

Ballots were not being held at mines owned by Gold Fields and Rand Mines because agreement could not be reached on ballot procedure.

The Chamber of Mines expressed doubt yesterday about the validity of conclusions drawn from ballot results.

It alleged that the ballot was being conducted unscientifically and said that irregularities were being reported

by mine managements. NUM declined to comment on this charge, saying that they had not had any reports of this from outsiders monitoring the ballot.

NUM claimed good turnouts at the polls and expected to complete voting today. The outcome will be known tomorrow and strikes could be possible next week if ballots are positive.

Anglo American in turn reported low turnouts at the polls, with the exception of only three mines.

The Chamber of Mines said that a strike would not elicit an improved offer and charged the union with allegedly advising workers on recognised mines that wage increases implement-

ed on July 1 would be improved if they struck. The union denied telling workers this.

The chamber said that member mining groups had reported that 1985 increases had been well received by black workers. The union described the widespread dissatisfaction with increases.

NUM general secretary Cyril Ramaphosa warned this week that the ballot's outcome could signal a crippling strike and observers have speculated that NUM could be planning one of the biggest strikes in the industry's history.

Mining has had exceptionally high strike activity, amounting to about three-quarters of labour unrest this year.

Recent strikes by nearly 27 000

workers at five Gencor mines might well be a prelude to further industrial action as a result of alleged dissatisfaction with annual pay increases implemented on July 1.

Anglo American, standing to be worst hit by possible strikes, have refused requests by journalists to observe the balloting of workers and said that a Press presence would not serve any "useful purpose at such a sensitive time".

The threat of strike action comes when memories of the massive Vaal Reefs and Hartebeesfontein strikes are still vivid.

The strikes resulted in dismissal of about 17 000 workers, most of whom have been rehired, and heavy financial losses for Anglo American in particular.

Results of strike ballot due today

By Sheryl Raine

The National Union of Mineworkers (NUM) should know by tonight the first results of strike ballots conducted among 130 000 workers on 18 gold and 11 coal mines

A union spokesman said the workers, some of whom were not union members, began voting early this week.

"As soon as the results are known, we will inform the Chamber of Mines. A meeting will be held at our headquarters to discuss the issue at the weekend," he said.

This year wage negotiations between the chamber and the NUM deadlocked after less than two days of talks. A conciliation board failed

to resolve the dispute

The union dropped its original demand for a 40 percent rise to about 22 percent. The chamber's final offer ranged between 14.1 percent and 19.6 percent.

If workers favour industrial action, the second legal strike by black mine workers could ensue on 29 mines.

The first legal strike by black mine workers occurred in September 1984 despite a last-minute agreement on pay between the chamber and the union.

After a series of wage increase negotiations beginning in May 1984, NUM reduced its demands from an average 43 percent increase to 25 percent. The chamber

upped its initial offer from 8 percent to between 13 percent and 15 percent.

The negotiations deadlocked and a conciliation board failed to resolve the issue.

The chamber then offered a range of increased fringe benefits. The union rejected these and dropped its final demand to 18 percent.

The NUM then held a strike ballot even though as an unregistered union, it was not legally required to do so.

Last year's ballot saw 43 271 miners in favour of a strike and only 207 against. Agreement between the union and the chamber came at the last minute, but it was too late to avert a strike.

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NUM

Start 11/7/85

Row over miners' strike ballot

NUM. 13 | 7/25

JOHANNESBURG—A spokesman for the National Union of Mineworkers last night rejected a mining house's claim that there had been 'widespread voting irregularities' in its strike ballot.

It said the ballot had been conducted 'in a neutral manner'

Anglo American Corporation's Gold and Uranium Division, citing voting irregularities and other reasons, said a strike ballot conducted by the NUM on Anglo-administered gold mines would not have the broad support of its black workers

The strike ballot was conducted at 18 gold mines and 11 collieries and it involved a total of 148,000 workers, said the union spokesman

Dispute

'We deny any reports of irregularities whatsoever'

The balloting started on Wednesday and continued until yesterday. It followed a dispute between the NUM and the mine management over the 1985 wage increases for black miners

Anglo has contended the 1985 wage award implemented on July 1 was a 'reasonable increase' and, in the light of current economic circumstances, a 'high level of increase'

The NUM called for a 22 percent increase and said it would not accept the 14 percent to 19 percent offered by the management

Turnout

Anglo said the strike ballot 'cannot provide the union with a clear mandate for strike action'

It cited generally low participation in the ballot. Anglo said the turnout varied from about 40 percent in the highest case to 'zero percent in the lowest'

'Widespread voting irregularities' had resulted in a ballot 'which was clearly not secret, and therefore not a fair reflection of employee sentiment'

'In the light of this, any call for strike action will not have the broad support of the 157,000 black workers on Anglo American Corporation mines'

— (Sapa)

Black miners strike likely this week

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STRIKES involving about 200 000 black miners are a "very strong possibility" and could be launched either this week or the next.

General secretary of the National Union of Mineworkers (NUM) Cyril Ramaphosa, who said this yesterday, added that this depends on strike-ballot results. He believes a dramatic showdown between NUM and some Chamber gold mines and collieries where the union is recognised is imminent.

Anglo American's Kriel colliery — where 96% of the black workers have voted in favour of strike action — could be regarded as an early indication of the expected outcome.

Intensive union executive meetings were held all day yesterday as ballot results were awaited from affected Klerksdorp and Welkom mines. But one

By CLARE PICKARD-CAMBRIDGE

more ballot still has to be conducted at Lonrho's Tweefontein mine today.

A last-minute change of mind by the Chamber of Mines does not appear likely following its warning that strikes would not elicit any further increases.

The final outcome of the ballots may be known tomorrow. Thereafter decisions will be made about timing and co-ordination of possible strike action.

Ramaphosa said areas in the firing line are likely to be the collieries around Witbank and gold mines near Carletonville, Western Area, Springs, Klerksdorp and Welkom.

Anglo American — which stands to be hit hardest by possible strikes — said the strike ballot conducted by NUM on its 15 recognised gold mines could not provide the union with a clear mandate for strike action because of "generally low participation in the ballot.

The union claims an average poll by not more than 20%, and describe the turnout varying from about 40% in the highest case to nothing in the lowest.

They have also alleged widespread voting irregularities last week. The union have strongly denied this.

NUM did not ballot at about 10 of the mines — owned by Gold Fields, Rand Mines and Lonrho — due to a failure to reach agreement over procedures and conditions for balloting with managements.

NUM's stronghold, however, is regarded to be on the Free State mines near Welkom, where it has the highest number of members, although the Klerksdorp and Carletonville area are also likely to become hotbeds over the next two weeks.

The Chamber's final offer, which ranged between 14,1% and 19,6% on minimum Chamber rates, was rejected by NUM at the end of June. Deadlock was declared and NUM then begin planning a strike ballot, an important step on the road to launching a legal strike.

The Chamber believes its increases are among the highest granted this year, while NUM believes the mines have realised record profits, while workers wages have been eroded by inflation.

Large-scale strikes imminent on mines

It is only a matter of time before the South African mining industry faces the ire of black miners.

The moment of reckoning with the National Union of Mineworkers (NUM) representing thousands of black miners in the industry — the pillar of South Africa's economy — is now a few days away.

Anger and impatience are growing among black miners who want a living wage from their masters.

The union is to hold a special conference at a venue still to be announced. At this summit, members will merely endorse their resistance to mine bosses.

Mine strikes are usually marred by violence, police intervention, killings, intimidation and mass dismissal of workers, most of whom come from "independent states" and other rural areas.

WAGE increases, the removal of job reservation, the recognition of May Day as a holiday, the improvement of health and safety measures on the gold and coal mines — all these are the bone of contention between black miners and mine bosses.

NUM has held several meetings with the aim of settling the dispute amicably. It has

Can violence be avoided?

held strike ballots in all the 19 gold mines and 11 collieries where they have recognition agreements. The results? The majority of the black workers have voted in favour of the strike action.

Several strikes have already occurred in the mines this year and, bosses were not happy with workers action. This resulted in thousands of workers being fired.

Will management still fire more workers? NUM's general secretary Mr Cyril Ramaphosa says workers are angry and impatient with management's attitude. They are prepared to resist any form of discrimination or actions against them.

"We hope the strike will make the chamber bargain with us seriously in future so that they must not come to us with predetermined wage increases. The strike should also introduce a balance of power between us and the chamber," he says.

The union also be-

lieves that at least 200 000 of the estimated 550 000 workers will support the strike. NUM has a presence on other mines and these workers feel just as strongly about these issues.

Workers are prepared to settle and accept a serious offer from the chamber.

BUT the union has a cut-off time, if the chamber wanted to come with an offer, say 24 hours before the strike, the union will not be able to stop the strike.

The union will only consider a settlement after the strike.

On the other hand the chamber has stated categorically that a strike will not bring any improved offer — the chamber will not compromise in the event of a strike.

The chamber granted wage increases to almost 550 000 black workers on gold and coal mines at the beginning of the month. It contends

that the increases they offered were among the highest granted in SA this year.

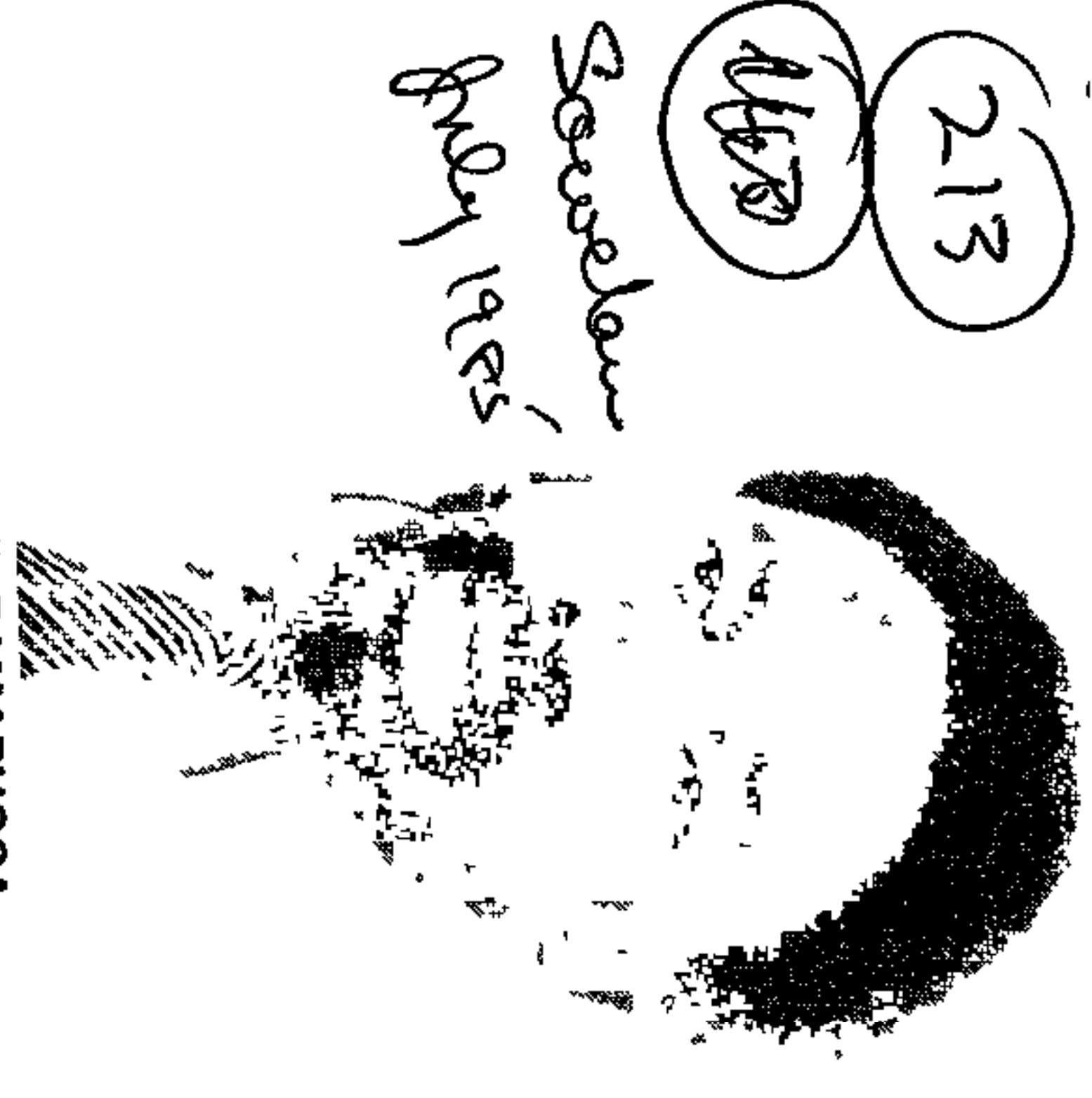
In addition to the wage increases, which range from 14,1 per cent to 19,6 per cent on minimum rates applicable on mines, other improvements in conditions of employment are being introduced.

These adjustments in the conditions of employment, while effectively improving the financial lot of the black mineworkers, will also increase the working costs of mining companies, the chamber says.

The total package amounts to a significant percentage increase in terms of employees' earnings and is particularly noteworthy at a time of severe economic recession and high unemployment in almost all other sectors of the economy.

EVEN though the two parties reached an agreement, violence erupted at Gencor's five plants when over 10 000 workers downed tools in demand of wage increases.

Police used tear-



NUM's CYRIL RAMAPHOSA

smoke and birdshot to disperse the workers and during the incident, a black miner died. The company is still investigating the cause of violence and death.

This disturbing feature of mine strikes may increase if workers do not conduct themselves properly during the strike.

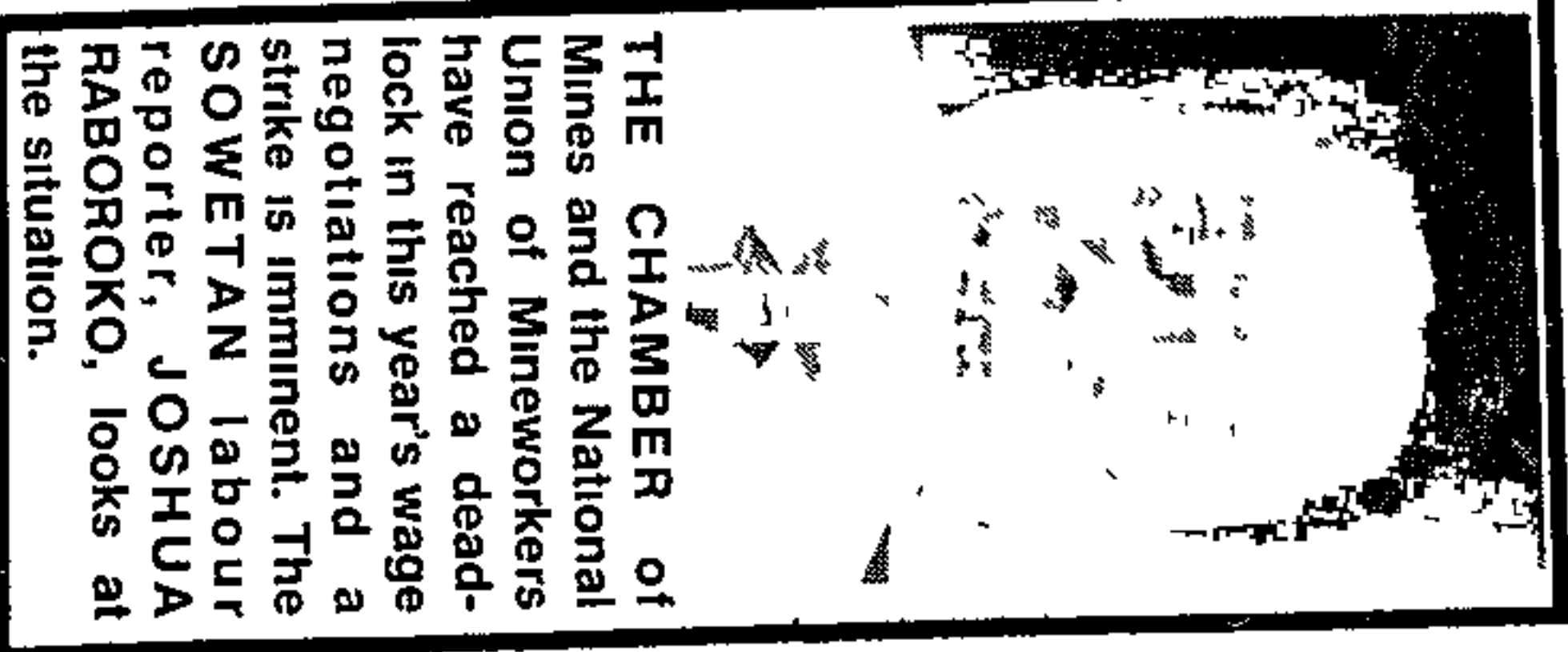
But Mr Ramaphosa says that in the event of a strike, workers' conduct will be peaceful. "All our staff stewards, including those on mines where NUM is not recognised, have been trained in strike action and

strike control

"We are sure violence can be avoided if management does not intimidate workers by calling in mine security or the police," Mr Ramaphosa said.

He added that if management does fire workers, then the union will view this as "an unfair labour practice" and will challenge it through the necessary channels.

It is therefore important that both parties meet again to resolve the dispute because the results of the strike might be too "ghastly to contemplate."



THE CHAMBER of Mines and the National Union of Mineworkers have reached a deadlock in this year's wage negotiations and a strike is imminent. The **SOWETAN** labour reporter, **JOSHUA RABOROKO**, looks at the situation.

Miners delay strike decision

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The main black mineworkers' union yesterday postponed a decision on whether to strike over a pay dispute, saying that it was still checking the results of a week-long ballot.

The National Union of Mineworkers (NUM) said results so far received from voting at 18 of the country's gold mines and 11 collieries showed "strong support" for a strike which would be the largest of its kind in South African history.

But the union said it was still checking results from mines in three areas and, in any case, would call a national congress to decide strategy before launching a strike.

CHANGE OF MIND

Earlier the union had said it would announce the ballot result yesterday and that, if the vote were in favour, the executive would set a date for a strike.

Yesterday NUM general secretary Mr Cyril Ramaphosa told reporters "The initial returns are strong in support of a strike." But he added that there would be a national congress within two weeks, open to all members, which would take a final decision about strike action.

Industry analysts said today that any strike could soon spread from the mines where the NUM is recognised to others where it is not, with potentially violent results. — Pa-Reuters

Cape Times 15/7/85
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NUM delays strike action after ballot

From PHILLIP VAN NIEKERK JOHANNESBURG — The National Union of Mineworkers (NUM) said yesterday it was proceeding with plans for an industry-wide strike — but has delayed the action until after a mini-conference of the union in two weeks.

Mr Cyril Ramaphosa, general secretary of the NUM, said the conference was being held to plan strategies for the strike in the face of the "intransigence" of the

mining houses. A legal strike in the industry has been on the cards for more than two weeks since the union deadlocked with the Chamber of Mines in wage negotiations. The chamber said last week that it would not compromise and increase wages if the NUM went ahead with the strike.

Mr Ramaphosa said the ballot indicated support for a strike. He denied that the delay had been caused by opposition to the strike by union members.

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Miners' last-minute strike back-off
15/7/85

By CLAIRE PICKARD-CAMBRIDGE

THE National Union of Mineworkers (NUM) said yesterday it was proceeding with plans for an industry-wide strike, which could involve 200 000 black miners

But it has delayed the action until after a special mini-conference of the union in two weeks

The decision to delay was taken by the NUM executive yesterday afternoon, after they had first decided to press on with the strike early this week

The NUM executive met in Johannesburg yesterday to assess the results of the ballots which were held on 18 gold mines and 11 collieries

A legal strike has been on the cards for more than two weeks since the union deadlocked with the Chamber of Mines in the annual wage negotiations

The Chamber said in a statement last week it would not compromise and increase wages if the NUM went ahead with the strike

Cyril Ramaphosa, general secretary of NUM, said the results of the ballots would not be disclosed until they had all been finalised, but that they indicated a lot of support for a strike

He denied that the delay had been caused by opposition to the strike by union members "We have a strong mandate for strike action," he said

Anglo American's Kriel colliery — where 96% of the black workers have voted in favour of strike action — could be regarded as an early indication of the expected outcome

But industrial relations consultant Bobby Godsell said yesterday he would caution seeing the Kriel response as indicative of that from other mines because NUM had a very high membership at Kriel where management had alleged a "lack of secrecy during the ballot"

Anglo American — which stands to be hit hardest by possible strikes — said in a statement that the strike ballot conducted by NUM on its 15 recognised mines could not provide the union with a clear mandate for strike action because of "generally low participation in the ballot"

Anglo claimed an average poll of not more than 20%, and described the turnout as varying from about 40% in the highest case to nothing in the lowest

"In the light of this, any call for strike action will not have the broad support of the 157 000 black workers on Anglo American Corporation mines," the statement said

NUM did not ballot at about 10 of the mines — owned by Gold Fields, Rand Mines and Lonhro — due to a failure to reach agreement over procedures and conditions for balloting

NUM's stronghold, however, is regarded to be on the Free State mines near Welkom, although the Klerksdorp and Carletonville areas are also likely to become hotbeds over the next two weeks

Miners strike

Sowetan 16/7/85

By
JOSHUA RABOROKO

MORE than 1 500 black workers employed by a German multinational, Siemens, yesterday went on strike when management refused to negotiate wages with their trade union at plant-level.

The workers, members of the Fosad-affiliate Metal and Allied Workers Union (Mawu), have rejected wages offered by the company at the Industrial Council (IC) for metal industries and preferred plant-level bargaining.

The strike action follows growing discontent expressed by metal unions affiliated to the International Metalworkers Federation (IMF) over bargaining, which precludes plant-level negotiations.



Moses Mayekiso

The unions — Mawu, Steel Engineering and Allied Workers Union and the South African Boilermakers Society — have threatened to take industrial action if management refused to negotiate with them outside the IC.

Trade union sources have disclosed to The SOWETAN that the strike action will escalate and spread to other industries with membership of the employers organisation — the Steel Engineering Industries Federation of SA.

Mawu's Transvaal secretary, Mr Moses Mayekiso, has warned Siemens and other mul-

tinational in the metal industry, to negotiate with unions or face the consequences.

"We appeal to these companies to heed the call or get out of the country, because they are not prepared to share their profits with the workers. We also appeal to Siemens in Germany to put pressure on the South African company to negotiate with us at plant level," he said.

Siemens' chief direc-

tor, Mr F Troskie, confirmed the strike. He said the company was not prepared to negotiate with any union on the shop-floor, because an agreement was reached at the IC.

He said there have been cases of intimidation where some workers were allegedly assaulted by union members to join the strike, however, this claim has been dismissed by Mawu.

"We are sorry that

this action has been taken by the workers, because we pay higher than other companies at Seifsa. Employers are currently experiencing economic decline, due to the recession," he asserted.

But, Mawu has contested that they need a "living wage" for their members and want employers to grant workers increases over and above those agreed at during the IC negotiations.

NUM announces strike ballot results

THE National Union of Mineworkers will hold a special conference within

two weeks to decide for an industry-wide strike which could involve over 200 000 black miners.

The decision was taken by the union's executive after they had first decided to press on with the strike this week

A legal strike has been on the cards for more than two weeks since the union and the Chamber of Mines deadlocked in the annual wage negotiations

Feelings

The union has held strike ballots on several gold and coal mines to determine what the workers' feelings were — in favour of the legal strike or not

NUM has announced the results of the voting in some of the mines and the indication was that the majority of the workers will go on strike

when asked to do so by the union

The results are as follows Vaal Reefs West 5157 voted in favour of the strike (91 percent), Vaal Reefs East 4890 in favour (157 percent), Haartebeesfontein 4691 in favour (157 percent), Elandrand 3830 in favour (95 percent), Free State Plas 2947 yes (45 percent), Western Deep Level 5428 yes (53 percent), Arnot Colliery

902 yes (100 percent), SA Coal Estate 1340 yes (54 percent), Kriel 1063 yes (94 percent), Matla 855 yes (83 percent), J Navigation 559 yes (69 percent), Marievale 892 yes (88 percent)

Outstanding results are from Westernholding, President Steyn, President Brand, Free State Geduld North and Free State Geduld South 16/7/80

Results of ballot rejected

CAP - 16/7/85
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JOHANNESBURG — The Anglo American Corporation last night rejected results of the strike ballot conducted by the National Union of Mineworkers (NUM), stating that they were misleading.

Commenting on ballot figures released by the union yesterday, a spokesman for the corporation said "On the strength of figures made available by NUM only 22 000, or about 14 per cent, of the total labour force of 157 000 on AAC gold mines actually cast a yes ballot

'Selective'

"The statistics provided by NUM are highly selective . . . and must be rejected as a fair reflection of employee wishes and as a mandate for strike action"

The figures released by the NUM refer to 12 of the 29 mines where the union planned to conduct strike ballots. The figures do not show clearly how much backing the union has for its bid to force the Chamber of Mines by means of a legal strike to revise its pay terms for black mineworkers.

At the 12 mines and collieries for which the union released results, 32 483 voted yes and 339 no. The union has, however, not supplied information as to what proportion of the total labour force on each mine

the positive votes represent.

It has provided percentages in each case to indicate the proportion of paid-up members the "yes" votes represent but as non-members were also invited to participate in the ballot, these percentages are inconclusive, and in many instances the percentage claimed is in excess of 100 percent.

For example, at Vaal Reefs East the union claims nil negative votes and 4 819 positive votes, representing 157 per cent of paid-up union membership.

A further complication is that the mining groups where the ballot has been conducted claim widespread irregularities.

On Sunday the NUM announced that it was likely to proceed with an industry-wide strike, which could involve 200 000 black miners. However, a final decision would be made in two weeks, following a special "mini-conference" of the union.

The union is holding out for a 22 percent across-the-board pay increase effective from July 1, having rejected the Chamber of Mines final offer, which ranges from increases on minimum rates of from 14,1 to 19,6 percent.

A spokesman for the NUM, Ms Manoko Nchawe, said on Sunday night that the results showed a clear majority of NUM members had supported the strike.

Results

At Vaal Reefs West 5 157 workers voted yes, at Vaal Reefs East 4 819 voted yes, while there were no opposing votes at these mines, she said.

Other results on gold mines were Elandsrand 3 830 yes, 43 no, Saaiplaas 2 947 yes, 63 no, Western Deep Levels 5 428 yes, 141 no, and Hartebeesfontein 4 691 yes, 0 no.

Results on the coal mines included Arnot 902 yes, 0 no, SA Coal Estates 1 340 yes, 7 no, Kriel 1 063 yes, 2 no, Matla 855 yes, 50 no, Transvaal Navigation Collieries 559 yes, 33 no, Marievale 892 yes, 0 no — Sapa and Own Correspondent

Mine strike looms after vote

Confrontation is looming between mineworkers and the mining houses.

The National Union of Mineworkers (NUM) said results of strike ballots indicated an "overwhelming" yes vote.

At the same time there have been allegations of irregularities made by the Anglo American Corporation which owns the majority of gold and coal mines on which the NUM is recognised.

The NUM said today the first results of a strike ballot held at 12 gold and coal mines showed the overwhelming majority of members favoured a strike over pay.

The Anglo American Corpora-

tion has rejected the results as confusing and misleading.

A spokesman for the NUM said 32 483 mineworkers had voted in favour of a strike, while 339 had voted no.

A special conference would be held within the next two weeks to decide on strike strategy.

Commenting on ballot figures released by the union — most of them from Anglo American Corporation gold and coal mines where the union is recognised — a

spokesman for the corporation said. "On the strength of figures made available by NUM only 22 000, or about 14 percent of the total labour force of 157 000 on

AAC gold mines, actually cast a yes ballot.

"The statistics provided by NUM are highly selective and in the absence of ballot secrecy, the NUM result must be rejected as a fair reflection of employee wishes."

The results of voting on four mines were still outstanding early today, said a union spokesman. He refused to comment on the Anglo American Corporation's allegations.

The union is demanding a 22 percent across-the-board increase while mine employers have implemented increases ranging from 14,1 to 19,6 percent.

5/16/7/85

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CAP 7/85 (213)

Three die at Western Deep

JOHANNESBURG — Three miners died at the Western Deep Level gold mine near Carletonville in an accident in the Number 2 Shaft, a mine spokesman reported yesterday.

Those killed were Mr Johannes Strydom, 47, a shift boss, Mr Vasilios Psaros, 40, a trammer, and a Tsotho team leader whose name cannot be released until his next of kin have been notified.

The accident occurred during an attempt to free rock blocking an ore-pass, he said. — Sapa

pany (50% owned by Gencor's Darling and Hodgson (D & H), and 50% by Cape Town entrepreneur Harry Fuchs) went dead against advice from the Cape-end of the project, where some top level people think the decision is a disaster

D & H chairman and chief executive John Hodgson, however, is adamant that the delay is just that "I'm not bold enough to go ahead after what has been happening over the past weeks but the situation could change at any time," he declares

"I genuinely feel that a year's postponement under the current circumstances, and I stress 'current circumstances', is the right thing to do. It is a prime example of a prestige development and it will go right into the top bracket. You could put it on the market anytime when things are stable."

About R10m has been spent on civil works, including a new bridge to the island, which was purchased a few years ago for R3m, but, in addition to the lost interest, the developers also face an escalation in costs of somewhere between R6m and R10m

Add all this to the price of the 344 houses originally intended to go on the market from R110 000 to R240 000, and there could be a big problem even at very tight margins. Particularly keen tender prices had been achieved on the construction contract — which was to remain in-house through R H Morris — and a lot more than inflation would go into new quotes

Although it could presumably afford to, Woodbridge does not have the option of sitting indefinitely in the hope that an improvement in the market will outstrip the rise in costs, the provincial administration has set next June as the deadline for the start of house construction and there is no guarantee of an extension

The feeling in Cape Town is that Gencor got cold feet on political considerations rather than economic ones. "We think they did not want to be seen taking a risk on a prestige white housing development in the light of all the unrest and problems on their own mines," remarked one source close to the development

Hodgson declines to comment on the rumours which are, of course, bound to fly in the circumstances

F-M 2/8/85 (213)
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MINE LABOUR 1

MWU strike threat

The mining industry may be facing yet another dispute, this time involving the right-wing Mineworkers' Union (MWU) and Matthey Rustenburg, JCI's platinum refinery in Wadeville

Last week the MWU held a strike ballot among its 65 members at the plant over the company's decision to restore to the payroll, but not to permit to work, a man accused of assaulting a black worker. This follows a judgment by Industrial Court member S A Erasmus ordering the temporary reinstatement

of Piet Robbertze in terms of S 43 of the Labour Relations Act

MWU general secretary Arrie Paulus says that his executive will be counting the votes later this week, but he refuses to comment further. A Matthey Rustenburg spokesman also declined to comment, saying the company did not wish to "inflare feelings"

It appears that management is caught in a dilemma. Robbertze's racial attitudes had previously led to several complaints and ultimately a strike by members of Fosatu's Chemical Workers' Industrial Union, and he had been told several times by management to change his attitudes. His full reinstatement may precipitate further unrest

The assault allegedly occurred in early January this year. Following a disciplinary investigation and an appeal, Robbertze was dismissed. The case went to the Industrial Court and judgment was given on July 1. Robbertze's legal representative had argued that in both the initial inquiry as well as the appeal, the employee did not have an adequate opportunity to defend himself. In addition, he argued that the evidence against Robbertze was insufficient to warrant his dismissal

Erasmus concluded that the initial inquiry had been conducted fairly. But he found that the appeal proceedings were unfair because Robbertze's union representative had not been given a record of the inquiry and was therefore unable to represent Robbertze properly

Erasmus found further that, due to the contradictory nature of the evidence, Matthey Rustenburg did not have "reasonable grounds to believe that it was, in fact, the applicant who had committed the assault". He consequently found that the dismissal had been unfair and order Robbertze's reinstatement

It is unclear where this dispute is heading. It remains to be seen how much support there is for industrial action at the plant. The Court order is a temporary one and normally lapses after 90 days. The MWU has no further legal remedy because Manpower Minister Pietie du Plessis has apparently refused to appoint a conciliation board to consider the dispute. This means that the Industrial Court will be unable to make a final order

The dispute is sensitive. It involves black-white relationships and comes at a time when the MWU is under intense pressure to agree to the abolition of the "scheduled person" definition, so opening up the possibility for blacks to advance into 13 previously white-only job categories in the industry

MINE LABOUR 2

D-Day for the NUM

The National Union of Mineworkers (NUM) meets in special conference at Welkom this weekend to decide a course of action in the long-running dispute with the Chamber of

Mines over wages and working conditions in the gold and coal mining industries

Deadlock arose between the union and the chamber in June when the NUM rejected a chamber offer of wage increases ranging between 14,1% and 19,6%. The union is demanding 22%, plus other improvements in working conditions

Since the NUM held ballots at 17 of the mines where it is recognised three weeks ago (*Current Affairs*, July 19), it has kept observers guessing at its intentions. However, a union spokesman insists "We are going to strike". The purpose of the conference, she says, is merely to plan strategy

Ballot controversy

Controversy over the ballots has continued unabated. Mining industry spokesmen have argued that ballots were not conducted in secret. They further say that, even taken at face value, the 65 000 votes in favour of strike action represent only a minority of miners who had the opportunity to vote, and an even smaller proportion of the workforce at mines where the NUM is recognised. They question, therefore, whether the union has a mandate for strike action. Ballots were not held at Gold Fields and Rand Mines establishments due to disagreements over voting procedures

The union counters that voting figures on the 17 mines would have been higher had it not been for "intimidation" of workers by mine security police, and says it is confident of strong support at mines not balloted. The NUM spokesman concludes that the union has a mandate to strike on all 29 mines where it is recognised. However, she says the union does not intend to call "illegal and wildcat strikes" at other mines where it has membership but is not recognised

NUM to debate strike date

JOHANNESBURG
The National Union of Mineworkers' will decide this weekend when its planned strike affecting 28 gold and coal mines will start.

A specially convened conference in Welkom will also discuss the formation of a Southern African federation of mining trade unions.

The NUM claims it has a mandate to strike on the basis of a ballot conducted on 17 of the 28 mines where the dispute is operative.

Mr Cyril Ramaphosa, general secretary of the NUM, said the formation of the miners federation, which has been planned for more than a year, would take place in Zambia or Zimbabwe.

Other countries which are likely to be party to it are Zimbabwe, Zambia, Botswana, Swaziland, Mozambique and Zaire.

It is understood that one of the principle reasons for the federation is that Southern African miners have the same employers — multinationals such as Anglo American and Lonrho — DDC.

240 000 workers set to go out

~~143~~ 213

NUM strike could cripple gold industry

Day

5/8/85

The National Union of Mineworkers (NUM) has voted to go on strike from August 25 at 18 gold mines and 11 collieries

As many as 240 000 black workers could be involved in the dispute which centres on wages and working conditions

And NUM general secretary Cyril Ramaphosa said at a press conference yesterday that the congress had had "great difficulty" in stopping representatives from non-recognised mines taking action

The union is not certain what action could be taken at non-recognised mines, but believes 70% of the workers on gold mines and 20% on the coal mines would consider going on strike

The union also resolved at a mass congress on Saturday that all white businesses near mining towns would be boycotted unless the state of emergency was withdrawn within 72 hours (effective from today)

The congress, was attended by 450 voting delegates and 12 000 non-voting delegates

CLAIRE PICKARD-CAMBRIDGE

NUM president James Motlatsi said the congress had also decided that the union would immediately call a "national strike of all miners and stop all mines" if the government proceeded with its threat to repatriate migrant workers

The union is calling for the State President to withdraw his threat immediately or face NUM authorisation of action by members

Motlatsi said the delay in the institution of the strikes was to give employers a limited time to make realistic offers. Failing this the strike would go ahead as planned, he said

Ramaphosa said another reason for the delay was to give the union time to communicate strike plans to all its members

The strike could cripple the vital gold mining industry at a time when pressure is mounting overseas for economic sanctions

The NUM said that the De Beers Namaqualand Division also faced

strike action on August 25 if it cannot improve its offer

Motlatsi said the NUM was disaffiliating from the Council of Unions of South Africa (Cusa) immediately due to their lack of seriousness regarding moves for the formation of a new federation of unions

The NUM is presently locked in wage disputes with the Chamber of Mines (Gold and Coal), De Beers, Duvha colliery and The Employment Bureau of Africa (TEBA)

The union has been advised that strike action on unrecognised mines would not be illegal because all mine workers were affected by the dispute

Johan Liebenberg, industrial relations advisor to the Chamber of Mines, said yesterday that the chamber would dispute the legality of possible strikes at non-recognised mines "We believe the union is only entitled to take strike action at recognised mines which were originally part of the dispute"

He said the chamber would study statements made by the union and issue a formal response today

~~NUM president James Motlatsi~~



PART OF the 15 000 crowd of black miners who attended the National Union of Mineworkers' congress in Welkom at the weekend

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version and/or terrorism
and/or sabotage to other
members of the ANC in
Angola and also in Mo-
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From March-April
1979 to December 1980,
he performed for the
purpose of the realisa-
tion of the objectives of
the ANC, service in
the transport division in
Mozambique.
His duties during this
period included among
others the transporta-
tion of trained ANC
members from Maputo
to the Swaziland border
so that they could skip
into the Republic of
South Africa.

NUM threatens tough action

By JOSHUA RABOROKO

THE National Union of Mineworkers has threatened to take strong action if the State President, Mr P W Botha, does not withdraw the state of emergency within 72 hours.

The union is to send an urgent message to the President today calling on him to withdraw the threat to repatriate migrants and to lift the state of emergency.

At a Press conference in Johannesburg yesterday NUM's crucial congress, the union's general secretary, Mr Cyril Ramaphosa, said that angry miners will take strong action on August 25 in support of wages and other sensitive issues.

He was sure the action would be supported by the Miners' International Federation and other unions following

discussions with them. The union will also fight any "drastic action" taken by mine managements against miners.

The action will affect 29 gold and coal mines where the union has recognition, but it was also expected that other miners will join.

Demands

Mr Ramaphosa said the miners are demanding a "living wage", job reservation to be scrapped, May Day to be a public holiday and improvement of working conditions.

Meanwhile thousands of black miners had a crucial meeting at Philip Smith Hall in Thabong, Welkom, at the weekend.

The emotion-charged meeting was marked by

the chanting of freedom songs, tribal dancing and power-packed speeches made by officials of the National Union of Mineworkers.

The mood was tense as delegates rejected the final wage offer made by the Chamber of Mines and resolved to take action at gold and coal mines.

The meeting, which lasted the whole of Saturday night was almost like a night vigil as speaker after speaker made scathing attacks at the Government's apartheid laws and the Chamber of Mines for refusing to pay workers "a living wage".

Mr Cyril Ramaphosa, the general secretary of NUM, said the "intransigent attitude" of the

Chamber had angered thousands of miners. "We tried to negotiate in good faith with the mine management, but they have refused to listen."

Applauded

He was applauded when he said the miners would resist any form of oppression against them, either by the government or mine managements.

The congress resolved to

- take industrial action as from August 25,
- call on the President to remove the threat to repatriate miners,
- call on the President to withdraw the state of emergency,
- disaffiliate from the Councils of Unions of SA (Cusa), and
- form a federation of mining unions in Southern Africa.

The union has also demanded that the chamber and the government should scrap job reservation on the mines and improve working conditions of black miners.

PERSONNEL AND TRAINING MANAGEMENT

To improve your prospects for a senior position in the field of Personnel and Training Management you will require a high standard of Business Education

At the Eden Management College you will receive a sound and practical course in Personnel and Training Management by attending courses every Saturday from 9 am to 2.5 pm

A MAJOR confrontation between black miners and the Chamber of Mines is looming. The chamber does not believe that it will come to anything because, they say, only a minority voted for a strike that the National Union of Mineworkers (Num) is threatening to support a demand for bigger pay increases.



MINERS "NUM has brought us hope"

The chamber offered and in the end unilaterally gave increases of between 14,1 and 19,6 percent NUM — which has a membership of 110 000 — is demanding 40 percent

In the current recession, the chamber's offer looks impressive — very few companies are offering these percentage increases

Simple

NUM's response is very simple "Nineteen percent of what?"

Before the July increases the minimum pay for surface workers on the mines was R136 and for underground workers it was R166 a month. The minimum pay in the highest category, Category 8, was R455 for surface workers and R526 for underground ones

A spokesman for the chamber estimates that the companies spend another R110 a month on each worker for accommodation, food, transport from the miner's home to the mine and back, medical care and recreational facilities

NUM says this is peanuts when considering the profits that the mines are making

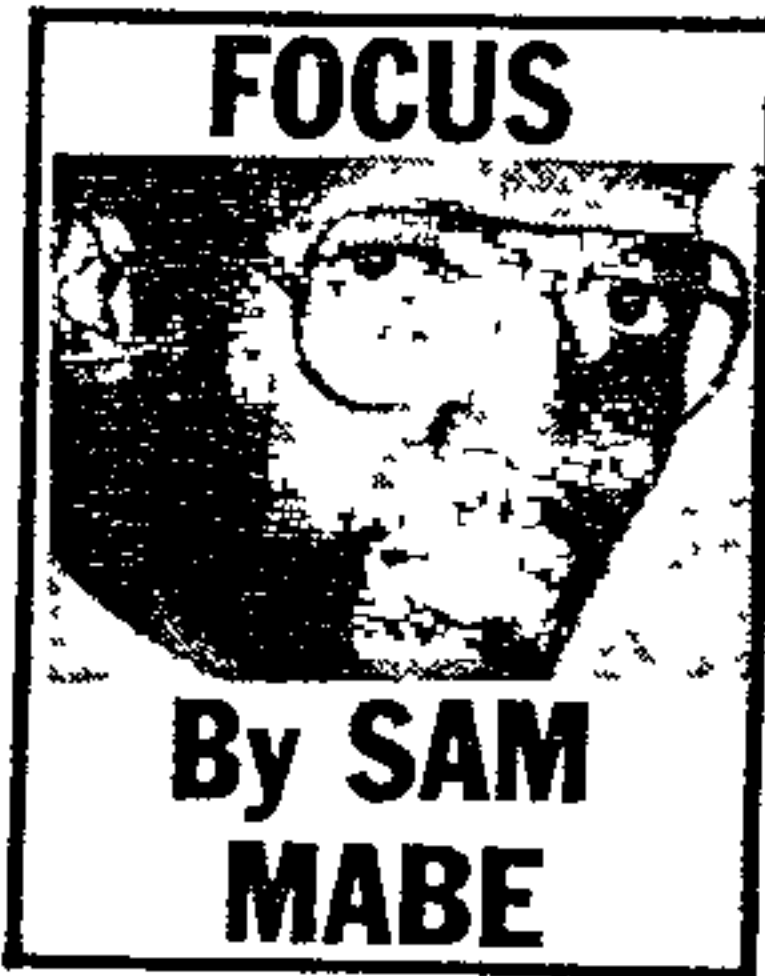
The SOWETAN spoke to miners at the weekend

Mr X is a matriculant from the Transkei and is

Confrontation looms on mines

SOWETAN

1/8/85 2/13 2/13 5/8/85



a clerk on a mine. He has been working for the same mine since 1977 and now earns R386 a month. Before the July increases he was getting R341 a month

He has a wife and four children, two at high school

His salary scale does not entitle him to a house in the married quarters of the mine, so he has been allocated a bed in the single men's compound

His wife and children are still with his in-laws in Khutsong Township, Carletonville, and every night he risks arrest by going to join them there. The trips from the mine to Khutsong every

working day cost him R30 a month

Whatever food, accommodation or recreation the mine might provide, he still has to provide for his family. He still has to pay for the family's accommodation, food, transport, medical care and recreational facilities.

"The National Union of Mineworkers has brought us hope because we are now able to talk about our pay and our working conditions," he says

Wife

"Management tries very hard to discredit the union, but we shall overcome. I am sure of that"

Mr Y is from Mafeking in Lesotho. He started working for the mine in the transport section in 1972 and was later promoted to locomotive driver. He is now a team leader and earns R520 a month

He has a wife and five children back home in Lesotho

"Life is not easy with the pay we get here. Our wives have to buy things like mealie meal on credit and some of my colleagues have had to be called back home urgently to settle their families' debts

"And anybody who absents himself from work for two days is dismissed summarily

"We know that letters are being circulated to some people here warning them that they will be fired if they go on strike

"This is because management knows very well that many workers support the union and they will agree to go on strike after the meeting in Welkom," said Mr Y

Mr S M is a driver and earns R350 a month. He has been working at the mine since 1980

He has a wife and three children and says that having to maintain a family in Lesotho while in Carletonville was difficult for him

He does not know yet if he has been given an

increase

He said "I joined the union because I was told that it would help me get higher wages than I get now. I am very anxious about the strike we will be having here soon because it might get our bosses to pay us better

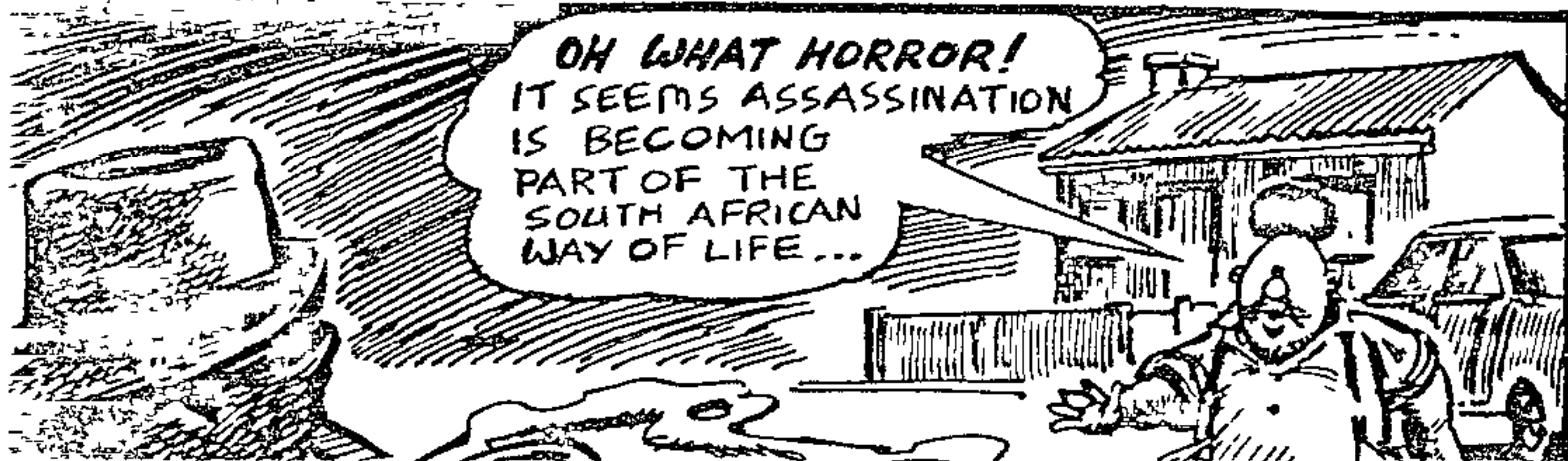
"I send my wife R80 every month with the rest I pay accounts for the furniture I bought for her. It costs a lot to transport it from here to Lestoho, but I need to show my wife that I am working," said Mr S M

A spokesman for the chamber, Mr Johann Liebenberg, said an average minworker's wages before the July increases was R370 a month and that it has now gone up by about 16 percent to R429

He confirmed that the minimum wages were between R136 a month and R455, depending on the worker's category

He said the lowest paid workers get 19,6 percent increases and the highest paid were given 14,1 percent

Here are the minimum wage scales set by the chamber before the July increases.



Political comment in this issue by J Latakomo and A Klaaste. Sub-editing headlines and posters by S Matlhaku. All of 61 Commando Road, Industria West, Johannesburg.

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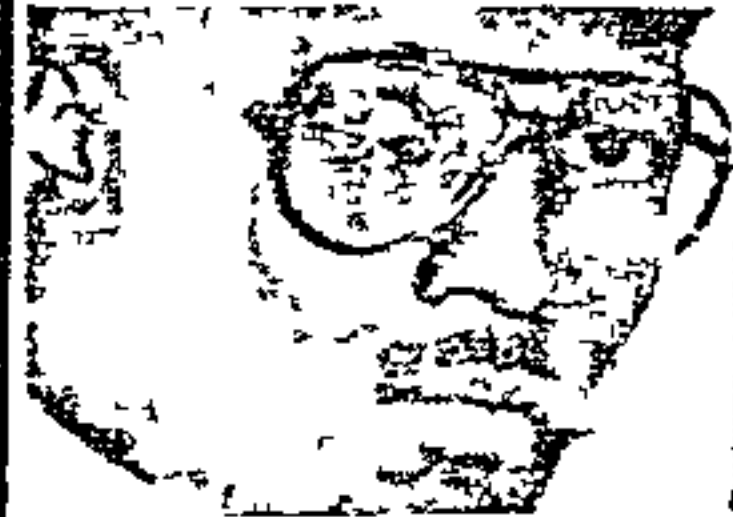
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FOCUS



By **SAM MABE**

a clerk on a mine. He has been working for the same mine since 1977 and now earns R386 a month. Before the July increases he was getting R341 a month

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Political comment in this issue by J Latakgomo and A Klaaste. Sub-editing, headlines and posters by S Matlhaku. All of 61 Commando Road, Industria West, Johannesburg.

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• Write to the Editor at P O Box 6663, Johannesburg 2000. Nom-de-plumes can be used but full names and addresses should be supplied or the letter will not be published.

Date set for legal strike by 400 000 on 29 mines

ARGUS 5/1/81 213

Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) is to launch what could be the mining industry's biggest strike ever on August 25 to drive home its demand for a 22 percent wage increase.

The strike could involve 400 000 miners at 29 gold and coal mines represented by the Chamber of Mines, as well as other mines.

The strike date was set at the NUM's special national congress in Welkom on Saturday night and announced at a Press conference at the union's headquarters in Johannesburg yesterday.

In reaction, the Anglo American Corporation has disputed the NUM claim that the miners are willing to strike.

An Anglo spokesman said "We are disappointed at NUM's declared intention to strike as we do not believe NUM has a clear mandate"

The company's indications were "that the majority of our workers are satisfied with the wage award".

The union has also threatened to call a national strike if President P W Botha does not withdraw his threat to expell all foreign black workers in South Africa. Migrants constitute 40 percent of the union's membership.

Boycott

The NUM has also threatened to boycott white businesses near mining towns if Mr Botha does not lift the state of emergency within 72 hours, starting today

The congress, at the Philip Smit Hall in Thabong township, was attended by 450 voting delegates and about 12 000 observers

The NUM also resolved to disaffiliate from the the Council of Unions of South Africa (Cusa), because of Cusa unions' "lack of seriousness regarding moves taking place for the formation of a new federation"

The new federation of unions should be formed not later than the end of this year, the resolution said.

In another resolution, the NUM called for the formation of a federation that would include miners' unions in South Africa, Zimbabwe, Zambia, Swaziland and Mozambique.

CAPE TIMES 5/8/85 (213)

Chamber: Majority will work

JOHANNESBURG — The mining companies represented by the Chamber of Mines do not believe that the majority of their black employees are in support of strike action, the chamber said last night

The chamber based its view on the fact that the NUM had not obtained a mandate for a strike and that, with few exceptions, the wage increases granted from July 1 were

well received, the statement said

In the present economic circumstances the increases granted on the chamber's member gold and coal mines this year were extremely good, the statement said.

However, in keeping with the open-door policy with the trade unions, even after deadlock was

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To page 2

CAPE TIMES 5/8/85

A From page 1

reached in recent negotiations, the chamber gave the NUM an opportunity to produce final realistic bottom-line proposals, it said

Those proposals, amounting to increases equivalent to 32 percent on gold mines and 41 percent on coal mines, were unrealistic, the chamber said.

Following these futile attempts to reach agreement, the employers accepted that there was no possibility that an accommodation could be

reached with the NUM.

The chamber welcomed the undertaking that there would be no intimidation of the workforce. It was confident that if this was adhered to, the majority of employees would go to work.

The chamber did not wish to comment on the NUM's ultimatum to the government over the state of emergency and the possible repatriation of foreign workers, the statement concluded — Sapa

NUM set to strike on 29 coal, gold mines

From PHILLIP VAN NIEKERK

JOHANNESBURG. — The National Union of Mineworkers (NUM) has set August 25 as D-Day for the country's mining industry.

Following a conference in Welkom, the NUM announced yesterday that it would proceed with a legal strike on at least 29 gold and coal mines, De Beers' Namaqualand Diamond Mine and the Employment Bureau of Africa (Teba).

And Mr Cyril Ramaphosa, general secretary of the NUM, said thousands of members on mines not yet recognized by the Chamber of Mines would participate as well.

The union estimates that at least 200 000 workers will be involved while the spill-over factor could push the figure up to 400 000, affecting more than 70 percent of the country's gold-mining production.

The decision to set a strike date follows a long-standing dispute and deadlock between the chamber and the NUM over wages and a range of other issues, and a strike ballot conducted on 17 mines three weeks ago.

This was one of several key decisions taken at the conference, from which the press was barred and which the union claimed was attended by 450 delegates and 12 000 members. Other resolutions included

- A warning to the State President, Mr P W Botha, that if he proceeded with his threat to repatriate foreign migrant workers, the NUM would call a national strike of all its members.

- A call for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted.

- Support for the formation of a new federation of mining unions embracing the whole of Southern Africa, and a resolution that the new super-federation of emerging unions be formed no later than the end of this year.

The mining houses have indicated they are not prepared to increase their offer of between 14,1 percent and 19,6 percent implemented at the beginning of July.

The NUM is asking for 22 percent across the board, increases in holiday leave allowance, a shorter working fortnight and inclusion in talks on scrapping of job reservation.

Strike: 213

Chamber

disputes

backings

STAR

5/8/88

By Michael Chester and Chris More

The National Union of Mineworkers (NUM) and the Chamber of Mines, at loggerheads over wage increases, are also in conflict over the number of strikers who would participate in a strike called by the union for August 25.

NUM general secretary Mr Cyril Ramaphosa pre-

dicts that 240 000 members on 18 gold and 11 coal mines under the aegis of the Chamber could join the strike, and if workers on other mines join in, the total could reach 400 000

He says the strike will be the biggest yet to hit South Africa's most important industry

But Chamber of Mines President Mr Clive Knobbs says about one in 10 miners is likely to be willing to join the strike

This implies that only 24 000 of the 240 000 working on Chamber mines will participate

Mr Knobbs told *The Star* "The NUM has no clear mandate on strike action. Only a small minority is trying to push the majority into a stoppage"

"If the NUM keeps its word and enforces no intimidation, the vast majority of miners will want to stay at work"

He said that, apart from the strike, mines were concerned about the long-term damage to industrial relations

Job reservation

Theoretically, a nationwide stoppage would cause the loss of R21 million a day in gold production alone

The Chamber implemented increases of 14,1 percent and 19,6 percent on July 1. The union is demanding a 22 percent across-the-board increase, participation in talks with white unions on job reservation, and other issues

Anglo American said "We believe most workers on Anglo mines do not want a strike, nor do we as a company wish to see this kind of action"

In another decision which could have far-reaching implications, the union has threatened to call a national strike if President Botha does not withdraw his threat to expel all black foreign workers in South Africa

The NUM would lose 40 percent of its members if he acted on the threat. The union has also threatened to boycott white businesses near mining towns if Mr Botha does not lift the state of emergency within 72 hours from today

New federation

These were some of the resolutions passed at the union's special national congress at the Philip Smit Hall in Thabong, Welkom, on Saturday, and announced at the NUM headquarters in Johannesburg yesterday

In another development, the union resolved to disaffiliate its membership from the the Council of Unions of South Africa (Cusa) "due to Cusa unions' lack of seriousness regarding moves taking place for the formation of a new federation"

The resolution added that the new federation should be formed not later than the end of this year

Yet another congress resolution was that the union should form a federation which would involve miners' unions in South Africa, Zimbabwe, Zambia, Swaziland and Mozambique

On the issue of the wage dispute, Mr Ramaphosa said the NUM resolved to allow a limited period for various employers to make realistic offers

If acceptable offers were not forth-



Delegates march into the Philip Smit Hall in Thabong, Welkom, singing freedom songs and chanting slogans at the special congress of the National Union of Mineworkers

coming from employers within a certain period, the strike would take place as planned. The union was willing to negotiate any realistic offer, he said.

On the question of the President's threat to repatriate about 1,5 million black foreign workers from South Africa, of whom about 40 percent are NUM members, Mr Ramaphosa said the union's national executive committee would finalise an ultimatum at a meeting today and convey it to the President.

NATIONAL STRIKE

"Should the State President attempt to proceed with his ill-advised threat, our union would immediately call a national strike of all miners and stop all the mines until he reversed whatever action he might have taken," added Mr Ramaphosa.

● Union ready for biggest strike in history of mines — Page 15

Strike date set by miners' union

JOHANNESBURG — The National Union of Mineworkers (NUM) has set August 25 as D-day for the country's mining industry.

Transvaal News Bureau

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believe that the majority of their black employees are in support of strike action, the chamber said in a statement last night.

This applied to the mining industry as a whole as well as to the 29 mines where the NUM workers proposed to call a strike on August 25, the statement said.

The chamber statement said its view that strike action was not supported by the majority of black mineworkers was based on the fact that the union had not obtained a mandate for a strike and that, with few exceptions, the wage increases granted from July 1 were well received on the mines.

The union appeared to have timed its proposed strike in order to elicit a further wage offer from the employers.

In keeping with the open-door policy with the trade unions, even after deadlock was reached in the recent negotiations the chamber gave the union an opportunity to come forward with final, realistic bottom-line proposals, it said.

Those proposals, amounting to increases equivalent to 32 per cent on gold mines and 41 per cent on coal mines, were totally unrealistic, the chamber said.

Asked what the union would do if the mining houses dismissed striking workers en masse, Mr Ramaphosa said they would be "committing economic suicide" if they fired 200 000 workers at once.

He said workers who did not want to strike would be allowed to work as, he said, the union respected the concept of freedom of association.

ceeded with his threat to repatriate foreign migrant workers, the union would call a national strike of all its members.

● A call for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted.

● A resolution to withdraw from the Council of Unions of SA (Cusa), over Cusa's "lack of seriousness" regarding the moves towards a new federation.

● Support for the formation of a new federation of mining unions embracing the whole of Southern Africa, and a resolution that the new super-federation of unions be formed no later than the end of this year.

Announcing the resolutions at a press conference yesterday, Mr Ramaphosa said there would be a limited period for the chamber to reach settlement with the union.

Legal strikes over three other disputes — at Namaqualand Diamond Mines, at Duvha, a non-chamber coal mine, and the Johannesburg depot of Teba — are to start on the same day unless settlement can be reached.

The mining companies represented by the Chamber of Mines do not

After a conference in Welkom, the NUM announced yesterday that it would proceed with a legal strike on at least 29 gold and coal mines, De Beers' Namaqualand Diamond Mine and, the Employment Bureau of Africa (Teba).

Mr Cyril Ramaphosa, general secretary of the union, said thousands of NUM members on mines not yet recognised by the Chamber of Mines would be participating as well.

The union estimates that, at least 200 000 workers will be involved while the spill-over factor could push the figure up to 400 000, affecting more than 70 per cent of the country's gold mining production.

The decision to set a strike date follows a long-standing dispute and deadlock between the chamber and the union over wages and a range of other issues, and a strike ballot conducted on 17 mines three weeks ago.

This was one of several key decisions taken at the conference, from which the press was barred and which the union claimed was attended by 450 delegates and 12 000 members. Other resolutions included

● A warning to the State President, Mr P W Botha, that if he pro-

Union ready for biggest strike in history of South Africa's mines

By Sheryl Raine

5/8/85 STAR (213)

On August 25 a potential 400 000 black miners could launch the biggest strike in the country's mining history, according to National Union of Mineworkers' (NUM) general secretary, Mr Cyril Ramaphosa.

The NUM reports its paid-up membership is 100 000, it has many more signed-up members and it cannot rule out the participation of other miners in the strike.

Representatives from more than 30 news-gathering operations, including foreign radio and television teams crammed into a small office of the NUM in Johannesburg yesterday to hear Mr Ramaphosa and the union president, Mr James Motlatsi, spell out their plan of action for the next three weeks.

UNANIMOUS VOTE

The Press conference followed a late-night congress in Welkom at which 450 delegates voted unanimously in support of strike action to drive home demands for across the board wage increases of 22 percent. The Chamber of Mines implemented increases ranging from 14,1 to 19,6 percent on July 1.

Mr Ramaphosa declined to say how long the strike would last. He also said the exact number of strikers was difficult to predict.

He said the union had the support of the Miners' International Federation which represents miners in most western nations as well as Latin America.

NUM members will however get no financial assistance during the strike. The union has no strike fund.

What was the NUM's attitude to mineworkers who did not wish to join the strike?

"We accept the concept of freedom of association and action. Workers who want to work will be allowed to do so. Our members will not intimidate," said Mr Ramaphosa.

What impact would the strike have on the country's most important industry?

"We are well-organised in all Anglo American mines as well as Goldfields. We are recognised at only one Gencor mine but have applied for recognition at four others. The union is recognised at one Anglo Vaal mine," he said.

"We reckon up to 70 percent of gold mines would be affected and about 20 percent of coal mines. Two diamond mines could also be involved. The NUM is due to have a meeting with De Beers at a conciliation board hearing this week. If they don't come with realistic offers we will strike," said Mr Ramaphosa.

A deadline, until which the union would be prepared to consider revised pay offers, has been set. He would not reveal the date.

Last September when, the union estimated, about 64 000 black miners went on strike, employers made a last-minute pay offer which came too late to avert industrial action.

Mr Ramaphosa did not believe the state of emergency would affect the strike. Only two NUM branches fell within emergency areas and these were Springs and Westonaria.

Asked whether the union feared the outbreak of violence during the strike he said:

"We expect managements to use their security police forces and to block communication between strike committee officials and the national executive. We are constantly worried about violence and the actions of mine security forces and the police," said Mr Ramaphosa.

The union was not concerned about widespread dismissals and immediate repatriation of strikers.

"We have serious doubts that the industry would want to commit economic suicide by dismissing more than 200 000 workers. We have no estimates of what such a dismissal would cost the mines but when they dismissed 17 000 workers from Vaal Reefs earlier this year it cost about R20 million. We expect the impact of this strike to be the greatest in the industry ever," said Mr Ramaphosa.



The general secretary of the National Union of Mineworkers, Cyril Ramaphosa, answered questions on the planned strike.



The Free State regional chairman of NUM, Mr Tefo Phate, tells how he saved an alleged informer from miners. Pictures by Judge Ngwenya.

Miners name day for strike action

213
5/8/85 NM

Mercury Correspondent

JOHANNESBURG—The National Union of Mineworkers yesterday said it would call a strike in the country's mining industry on August 25

Following a conference in Welkom, the NUM announced it would strike on at least 29 gold and coal mines, De Beers' Namaqualand diamond mine and The Employment Bureau of Africa (Teba)

Immediate reaction from the employers claimed that the NUM was overstating its strength

Sapa reported last night that the mining companies represented by the Chamber of Mines did not believe the majority of their black employees were in support of strike action

This applied to the mining industry as a whole, as well as to the 29 mines where the NUM proposed to strike

But Mr. Cyril Ramaphosa, general secretary of the NUM, claimed that thousands of union members on mines not yet recognised by the chamber would be participating as well

Warning

The union estimated that at least 200 000 workers would be involved and more than 70 percent of the country's gold mining production would be affected.

The strike was one of several decisions taken at the conference, from which the Press was barred and which the union claimed was attended by 450 delegates and 12 000 members

A warning was issued to President Botha that if he proceeded with his threat to repatriate foreign migrant workers, the NUM would call a national strike of all its members

The meeting also called for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted

A resolution was passed to withdraw from the Council of Unions of S A over its 'lack of seri-

ousness' regarding moves towards a new federation of unions

Support was expressed for the formation of a new federation of mining unions embracing the whole of southern Africa, and a resolution that the new federation of emerging unions be formed no later than the end of this year

Mining houses have already indicated they are not prepared to increase their offer of between 14,1 percent and 19,6 percent implemented at the beginning of July

The NUM is asking for 22 percent across the board, increases in holiday leave allowance, a shorter working fortnight and inclusion in talks leading to the scrapping of job reservation, Sapa reported

Wage offer

The chamber statement said its view that strike action was not supported by the majority of black mineworkers was based on the fact that the NUM had not obtained a mandate for a strike and that with few exceptions, the wage increases granted from July 1 were well received on the mines.

In the light of prevailing economic circumstances and the increases granted in other industries, the wage rises implemented on the chamber's member gold and coal mines this year were extremely good, the statement said

The NUM appeared to have timed its proposed strike in order to elicit a further wage offer from the employers

The statement also said the chamber welcomed the undertaking understood was given at the Press conference that there would be no intimidation of workers

It was confident that if this was adhered to, the majority of employees would go to work

The chamber did not wish to comment on the NUM's ultimatum to the Government over the state of emergency and the possible repatriation of foreign workers, the statement concluded

ARGUS 6/8/85 ~~21~~ 23 ~~152~~ ~~77~~ ~~108~~

Miners' strike threat unsettles gold market

Argus Foreign Service

LONDON. — Gold dealers are nervously watching events in South Africa to see whether the strike threat by black miners will give the gold market the fillip they have so long awaited

For months gold has been a poor investment. Even sales of the Kruger rand have suffered so much that marketing agents have stopped publishing monthly sales figures

While gold rose a little in London yesterday to \$323.50 an ounce, Kruger rands of one ounce were only one pound higher on Friday's price at £239.88

The apparent indifference of the market largely reflects the view that a strike, if it comes, will not last long

HIGHER YIELD

Dealers point out that a strike would have to be prolonged before it affected supplies enough to move the price

What worries the market is the political conditions which the miners appear to be attaching to their claim for a 22 percent pay increase

Ironically, bad news could be good news for investors. Lower share prices mean that the yield — the percentage a dividend is of the share price — will rise. Political worries could so depress share prices as to make the shares attractive again

In Zurich Swiss bankers see little chance of an immediate price boom because of the planned strike, reports Reuter

Gold dealers and economist said there was scope for a price rise in the medium term, but only as deterrents to investment — low inflation and high real interest rates — recede

They saw good chances for a revival of the currently quiet market once investment in stocks and bonds became less financially attractive

"After the strike news I had expected to have some orders. But there is just no interest," a dealer at a major Swiss bank said

Strike threat worries mines

From PHILLIP VAN NIEKERK

JOHANNESBURG. — Anglo American, the mining house most in the firing line if the National Union of Mineworkers strike goes ahead on August 25, is viewing the threat with grave concern

Mining sources said yesterday there were moves within the industry to make a renewed offer to the NUM in a bid to settle the dispute which could cause widespread disruption to the production of gold

The decision to proceed with a strike on at least 28 gold and coal mines was taken at a special conference of the NUM at the weekend

Backing

The NUM claims that at least 200 000 and possibly as many as 400 000 workers would back the strike, disrupting up to 70 percent of the country's gold production and 20 percent of coal production

Mr Bobby Godsell, Anglo's industrial relations adviser, said yesterday the corporation took the strike threat very seriously but did not believe the NUM had an emphatic mandate from its members

This was echoed by Mr Clive Knobbs, the president of the chamber, who said the NUM had no clear mandate and only a small minority were trying to push the majority into a stoppage

He said with few exceptions the wage increases granted from July 1, 1985, were well received on the mines

'Rude shock'

But Mr Cyril Ramaphosa, general secretary of the NUM, said the union had expected this reaction, and that the mining houses 'were going to "get a rude shock" on August 25

Mr Godsell said that from the Anglo side they would not want a strike and would prefer to see the dispute settled, though not at any price

"We think the award already made of between 14 percent and 19,6 percent is fair and reasonable, but the

workers would back the strike, disrupting up to 70 percent of the country's gold production and 20 percent of coal production

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Mr Godsell said that from the Anglo side they would not want a strike and would prefer to see the dispute settled, though not at any price

"We think the award already made of between 14 percent and 19,6 percent is fair and reasonable, but the chamber has stated that it is willing to listen to any realistic proposal from the union"

Talks

The NUM is demanding 22 percent across the board, improvements in other fringe benefits and inclusion in the talks between the chamber and white miners aimed at an agreement to replace job reservation

Mr Godsell said a separate deal between Anglo and the NUM was not on the cards as the Anglo group had committed itself to industry-wide bargaining.

A chamber statement yesterday said that following the deadlock the employers accepted there was no possibility that agreement could be reached with the union and "nothing has occurred to change this view".

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UK dealers monitor SA mines strike call

The Star Bureau

213

STAR 6/8/85

LONDON — Gold dealers are nervously watching events in South Africa to see whether the strike threat by black miners will give the gold market the filip they have so long awaited

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6/8/85
NUM bid to flex its muscle ^{(213) B. Day}

THE threat by the National Union of Mineworkers to boycott white shops in mining areas if government fails to lift the state of emergency is the result of pressure from members for involvement in issues affecting the community.

NUM general secretary Cyril Ramaphosa said yesterday it was the first time the union planned to act on a political issue not overtly linked to material demands "Mineworkers have not had a vehicle for protesting against certain issues and want to use their organisational muscle to express concern"

Labour lawyer Halton Cheadle said NUM's wage dispute with the Chamber of Mines was not related to its demands for the lifting of the emergency and the withdrawal of government's threat to repatriate migrant workers

He said a boycott of white shops in this

CLAIRE PICKARD-CAMBRIDGE

situation would not be illegal.

Ramaphosa said members had chosen a boycott as a weapon because they had used this method in protesting against prices and conditions relating to concession stores, liquor outlets and taxis

Mining towns where white shops could be affected by the threatened boycott include Klerksdorp, Orkney, Stilfontein, Welkom, Odendaalsrus, Virginia, Carletonville and Witbank.

The NUM executive intends finalising its plans today on approaching government about the emergency and the threat to migrant workers.

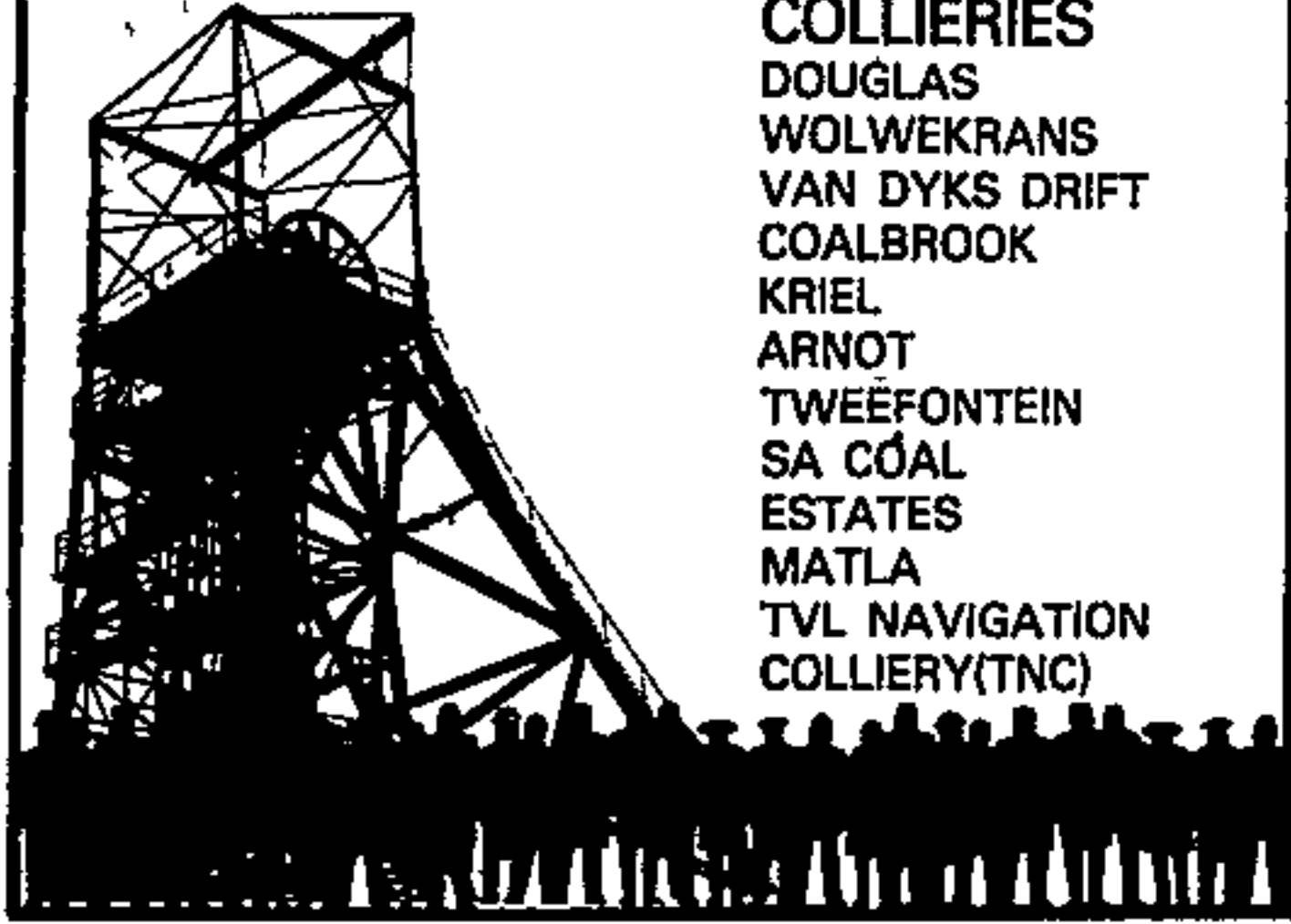
The 72-hour deadline the union has imposed on government expires tomorrow.

● See Page 6

**CHAMBER MINES AT WHICH NUM IS
RECOGNISED AND CALLING FOR STRIKE
ACTION**

GOLD MINES

NORTH AND SOUTH DIVISIONS
WESTERN HOLDINGS
SAAIPLAAS HOLDINGS & WELDOM DIVISIONS
WESTERN DEEP LEVELS
MINE HOSPITAL, NORTH & SOUTH DIVISIONS
PRESIDENT STEYN WEST DRIEFONTEIN
ELANDSRAND BLYVOORUITZICHT
KLOOF EAST DREIFONTEIN
PRESIDENT BRAND VAAL REEFS
MARIEVALE EAST & WEST DIVISION
HARTEBEESTFONTEIN FREE STATE GEDULD



COLLIERIES

DOUGLAS
WOLWEKRANS
VAN DYKS DRIFT
COALBROOK
KRIEL
ARNOT
TWEÉFONTEIN
SA COAL
ESTATES
MATLA
TVL NAVIGATION
COLLIERY(TNC)

**Mine strike
compromise
still possible**

213
B. Day 7/8/85

CLAIRE PICKARD-CAMBRIDGE

A LAST-MINUTE compromise between the Chamber of Mines and the National Union of Mineworkers (NUM) is still possible before the threatened deadline for strike action on August 25. But timing is critical, for the NUM claims the momentum of strike mobilisation could not be quickly reversed.

Johann Liebenberg, industrial relations adviser to the Chamber of Mines, would not comment yesterday on whether the Chamber would reopen negotiations. He denied that there had been pressure from Anglo American — which stands to be foremost in the firing line — to reopen negotiations or improve the offer.

Bobby Godsell, Anglo American's industrial relations consultant, has stressed that the corporation does not want a strike and would prefer a settlement. However, he has not specified whether Anglo wishes to reopen negotiations.

The NUM says it is prepared to consider an improved offer, but believes a last-minute settlement would cause great problems because the momentum of strike mobilisation could not be halted. It says the last-minute settlement with the Chamber last year created problems for both parties because about 64 000 workers on Anglo mines went out on strike although agreement had been reached at the eleventh hour.

The NUM has not specified up till when it can consider a new offer and declines to reveal whether it will compromise its demand of a 22% wage increase and other improvements. Timing will be crucial if a settlement is to be reached, for the NUM maintains that it takes them three weeks to call meetings with all their shaft and shop stewards.

Bottom line

Liebenberg, in turn, believes the union did not respond seriously to the chamber's final attempt to reach a negotiated settlement and says the union's bottom line of a 22% wage increase with other benefits amounted to an actual increase of 32% on gold mines and 41% on collieries.

Asked whether the Chamber viewed the strike threat seriously, Liebenberg said he saw the threat as a strategy to induce employers to negotiate further.

However, the Chamber did not want a strike and was "convinced employees do not want a strike either. This had been indicated in the ballot and ever since wage increases were implemented on July 1," he said.

About 100 000 workers have already been out on strike in the mining industry this year, a much higher figure than in the recent past. For this reason many believe the strike threat is a strong reality and could be the largest strike in South Africa's labour history.

However, Liebenberg maintains that if a strike were to occur he did not believe there would be the "big bang" which was being predicted, because most workers would go to work.

Mark Anstey, director of the Institute for Industrial Relations in Johannesburg, said yesterday that he believed the importance of reaching agreement before the deadline dates was "critical" in the current environment.

"I'm hoping the two parties will realise the consequences of losing control. We do not need a repeat of last year, which left seven dead and hundreds injured."

In many ways we have already had a repeat of last year with disagreements about the strike ballot and the support that can be commanded, he said. Preparedness of both parties to bargain was vital and "brinkmanship" — in this context of the current socio-political environment — was unadvisable.

Controversy

"What we saw last year and are seeing this year is a certain amount of brinkmanship by both parties, because pressures are involved and there is a great deal of waiting and watching of each other's moves. The current environment places enormous strains on both parties and the consequences have great social and political implications," he said.

Because the two parties have a fairly new relationship, one can expect testing with both parties assessing each other's actual power, commitment to the bargaining process and willingness to move under pressure.

There has also been controversy between the two parties when it comes to figures. The NUM, who claim a membership of 150 000, have said that they hope to call out 240 000 workers on the 29 recognised Chamber mines. The Chamber says its records reveal that there are 226 000 workers on the 18 gold mines and 11 collieries which were originally involved in the dispute. And it believes most workers will not respond to the strike call.

The union in turn have warned that, although they are only calling for strikes on recognised mines, action could spill over to non-recognised ones, bringing out as many as 400 000 workers.

Anglo concern at strike threat

JOHANNESBURG — Anglo American, the mining house most in the firing line if the National Union of Mineworkers (NUM) strike goes ahead on August 25, is viewing the threat with grave concern

And mining sources said yesterday there were moves within the industry to make a renewed offer to the NUM in a bid to settle the dispute which could cause widespread disruption to the country's gold production

The decision to proceed with a strike on at least 28 gold and coal mines, was taken at a special conference of the NUM in Welkom at the weekend

Business Day Correspondent

The NUM claims that at least 200 000 and possibly as many as 400 000 workers would back the strike, disrupting up to 70% of the country's gold production and 20% of the coal

Bobby Godsell, Anglo's industrial relations adviser, said yesterday the corporation took the strike threat very seriously but did not believe the NUM had an emphatic mandate from its members

This was echoed by Clive Knobbs, the president of the chamber, who said the NUM had no clear mandate and that only a small minority was trying to push

the majority into a stoppage

"The union has not obtained a mandate for a strike and with few exceptions the wage increases granted from the July 1, 1985, were well received on the mines," he said

But Cyril Ramaphosa, general secretary of the NUM, said the union had expected this reaction and that the mining houses were going to "get a rude shock" on August 25

However, industry sources said yesterday that the chamber could well put forward a proposal to the NUM in the next few days in an attempt to bring the dispute to an end

GFSAs queries strike targets

213 B-Day
9/8/81
CLAIRE PICKARD-CAMBRIDGE

GOLDFIELDS of South Africa says the National Union of Mineworkers is no longer recognised at two of the company's administered mines where the union is calling a strike

The NUM has included Coalbrook colliery and East Driefontein as targets for strikes although management recently withdrew union recognition at them. The union was representing these mines when a dispute was declared with the Chamber of Mines over wages and working conditions.

Goldfields has not indicated whether it wishes to contest the legality of strike action.

A Goldfields spokesman said yesterday that the company wished to clarify the notice of withdrawal of recognition at the

mines. Notice had been issued to the union in March after membership dropped below 50%.

Both recognition agreements were cancelled at the end of June, at the time when deadlock was reached in the union's negotiations with the Chamber.

The NUM says its membership at these two mines is rising again. It argues that the dismissal of some of its members at East Driefontein, and the fact that "workers are not regarded as employees when they go on leave — which can last up to three months — caused the union's representation to drop a few months ago."

Wage talks breakdown led to strike threat

The National Union of Mineworkers' decision to call a strike at 29 gold and coal mines came after wage talks broke down in June NUM decided on a strike after a conciliation board failed to resolve the dispute

The NUM had originally demanded a 40 percent cross-the-board pay increase, but later mo-

derated that to about 22 percent

It rejected an employer offer of rises ranging from 14,1 to 19,6 percent, saying these would not meet members' cost of living

It has cited the strikes by 27 000 Gencor miners early last month as an indication of how strongly workers feel about their

wage demands, and has warned that workers at mines where it is not recognised could join the strike

The Chamber of Mines has argued that its wage offer, implemented last month, is among the highest in South Africa this year

Its spokesmen have insisted that most miners

are happy with the pay rises and are therefore unlikely to take part in the strike

They say if fringe benefits like accommodation, food and recreation facilities are taken into account, the chamber offer is reasonable

With the countdown for the strike having begun, chamber spokesmen have said there is no way it

will revise its final offer

But speculation is rife that at least one of the mining giants and an important chamber member, Anglo American, would be willing to consider improving its offer to avert a strike

Anglo stands to be most affected by the strike as it owns more than half of the affected mines

ADVICE

She said the union could not stop the workers from doing so

If workers at non-recognised mines also struck the total number of workers on strike could reach 400 000

Ms Nchwe said the union's legal advice was that wage negotiations with the Chamber of Mines covered the mining industry's entire black workforce.

A strike by workers at non-recognised mines would, from the union's point of view, be legal

A leading Johannesburg labour lawyer told *The Star* Wednesday that a strike by workers at mines which did not recognise the NUM would be legal — if wage negotiations had covered all black miners in the industry

"According to section 65 of the Labour Relations Act, no employee may strike until a dispute has been referred to the Conciliation Board

WORDING

"The wording suggests that a person does not have to be a member of a union to take part in such a strike

"For example, if you have a factory where the union has 80 percent membership, declares a dispute and calls a legal strike, the other 20 percent could legally join the strike."

However, the chamber's industrial relations adviser, Mr Johan Liebenberg, said the dispute affected only those mines where the NUM was recognised and a strike by workers at other mines would be viewed as illegal

The chamber has also rejected the results of a strike ballot held by the NUM last month, claiming "widespread irregularities".

Observers have said the NUM was not obliged to hold a ballot before calling a strike because it was an unregistered union.

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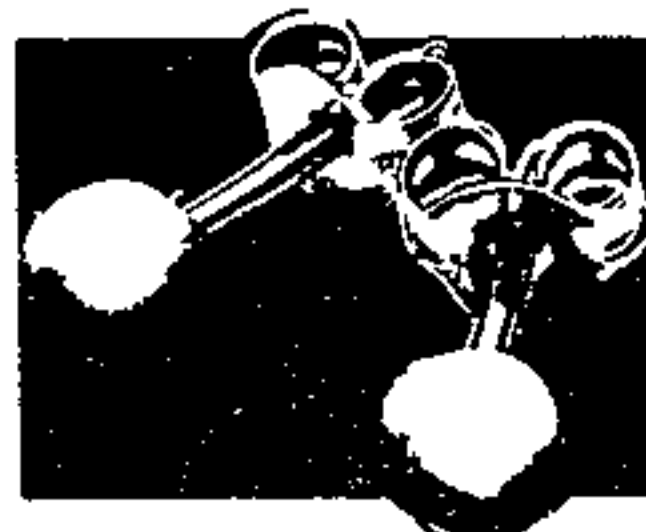
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Chamber of Mines won't raise pay offer

JOHANNESBURG—The president of the Chamber of Mines, Mr Clive Knobbs, says the chamber does not intend increasing the wage offer it made six weeks ago.

Commenting on claims that the chamber intended revising its offer to the National Union of Mineworkers (NUM), he described the offer made to gold mine and colliery workers as an 'extremely good one'. The offer was implemented on July 1 10/8/85

The chamber saw no reason why another offer should be made — especially as the workers had accepted the wage increases, he said Mercury

At a mass meeting at Welkom last weekend, the NUM voted to strike from August 25 at the 18 gold mines and 11 collieries where the union is recognised. It expects at least 240 000 workers to take part. — (Sapa)



The countdown to a strike on 29 gold and coal mines in South Africa has begun. The cost of such an action would run into millions. The human costs would be incalculable. SHERYL RAINE traces the development of the National Union of Mineworkers and examines the strike issues.

Countdown to a strike

W/E APR 25
10/18
213

JOHANNESBURG — The small room was crammed with media people. Union files were stacked on the floor. The general secretary, Mr Cyril Ramaphosa, entered wearing a yellow union T-shirt with a National Union of Mineworkers logo.

After a sleepless night at a congress session, the hands of NUM president Mr James Motlatsi shook with fatigue and possibly, nervousness as he told local and foreign newsmen that his union would strike on August 25 to drive home a wage demand of 22 percent across the board.

That was the scene at No 5 Wanderers Street at the start of the week.

At the Chamber of Mines building, Press conferences take place in a high-ceilinged, spacious room. There are padded chairs set around a large oval table, tea and biscuits served from a tray, pencil and paper for each reporter. Officials wear suits.

Nothing could more effectively highlight the differences between the two parties.

The union is an awakening giant flexing its newfound muscles, maturing quickly but still fraught with growing pains.

The Chamber is an established giant trying to cope with a changing labour-relations field. And the changes have come rapidly.

Barely three years ago there was no NUM. Now the union is threatening to call out on strike 240,000 mineworkers on 18 gold and 11 coal mines.

The number, threatens NUM, could hit 400,000 if miners on mines where the union is not yet recognised join their colleagues.

The Chamber says only one in every 10 miners will strike. Miners, they say, are happy with the increases implemented on July 1, which ranged from 14.1 percent to 19.6 percent.

What do the percentages mean?

The Chamber's increases for surface workers ranged from R24 to R66.

There is no doubt that the battles have begun.

Born in 1982 out of a resolution adopted at the national congress of the Council of Unions of South Africa (Cusa), NUM came into being in reaction to Western Transvaal mine riots.

This week the union disaffiliated from Cusa in order to continue to take part in important unity talks for the formation of a federation of emergent unions in South Africa.

Recruiting strategy

NUM's signed-up members now total 150,000 and paid-up members 100,000, according to union figures.

Mining houses deny this and put the membership at about 80,000.

The union's early recruiting strategy was to sign up team leaders, supervisors and administrative workers. This gave it a core of more permanent members than underground migrant labour.

More recently NUM has recruited migrant labourers at all levels. Its president is a Lesotho national.



Mr Cyril Ramaphosa

Despite a growing number of competent union officials, the union still relies disproportionately on its charismatic, shrewd and legally-informed general secretary, Mr Ramaphosa.

At times he and his union's resources appear over-stretched. There are very few within the industry, however, who do not speak of him

on the floor. The general secretary, Mr Cyril Ramaphosa, entered wearing a yellow union T-shirt with a National Union of Mineworkers logo.

After a sleepless night at a congress session, the hands of NUM president Mr James Motlatsi shook with fatigue and possibly, nervousness as he told local and foreign newsmen that his union would strike on August 25 to drive home a wage demand of 22 percent across the board.

That was the scene at No 5 Wanderers Street at the start of the week.

At the Chamber of Mines building, Press conferences take place in a high-ceilinged, spacious room. There are padded chairs set around a large oval table, tea and biscuits served from a tray, pencil and paper for each reporter. Officials wear suits.

Nothing could more effectively highlight the differences between the two parties.

The union is an awakening giant flexing its newfound muscles, maturing quickly but still fraught with growing pains.

The Chamber is an established giant trying to cope with a changing labour-relations field. And the changes have come rapidly.

Barely three years ago there was no NUM. Now the union is threatening to call out on strike 240 000 mineworkers on 18 gold and 11 coal mines.

The number, threatens NUM, could hit 400 000 if miners on mines where the union is not yet recognised join their colleagues.

The Chamber says only one in every 10 miners will strike. Miners, they say, are happy with the increases implemented on July 1, which ranged from 14,1 percent to 19,6 percent.

What do the percentages mean?

The Chamber's increases for surface workers ranged from R24 to R66 a month, bringing the minimum wage up to between R160 and R521.

Increases for underground workers ranged from R25 to R69 a month, bringing the minimum wage up to between R191 and R595 a month.

The union demanded increases ranging from R37 to R122 a month for surface workers to bring their minimum wages to between R173 and R577 a month.

Labour battles

For underground workers NUM demanded increases ranging from R45 to R142 a month, which would bring the minimum monthly wage to between R211 and R668.

Other disputes include the issue of NUM participation in job reservation talks with white mine unions, leave and death benefits.

Labour experts have often predicted that the country's fiercest and most important labour battles would begin when black mineworkers mobilised and that the socio-political implications would be far-reaching.

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Despite a growing number of competent union officials, the union still relies disproportionately on its charismatic, shrewd and legally-informed general secretary, Mr Ramaphosa.

At times he and his union's resources appear over-stretched. There are very few within the industry, however, who do not speak of him with respect.

Lost man-days

In the first 18 months of its existence, the union was not involved in any major strikes.

However, in the first quarter of this year it accounted for nearly 170 000 lost man-days due to strikes, compared with about 70 000 lost man-days from strikes in all other sectors put together.

It was NUM which launched the first legal strike by black mineworkers, last September. Although agreement between the Chamber and NUM came at the last minute, it was too late to avert a strike.

The union claims that at one time 64 000 mineworkers were on strike. The union won some concessions and, it says, thousands of new members as a result of the strike.

Violence flared however and the human costs are still being reflected in civil claims for alleged hootings, assaults and unlawful arrests.

CPOL. 1/10/84

Fund for striking SA miners

Own Correspondent

LONDON — The Anti-Apartheid Movement (AAM) has established an emergency fund to help support black South African mineworkers if they go on strike

This was announced here yesterday at a press conference at which an AAM spokesman expressed confidence that they would be able to get the money to the miners in South Africa, if the strike went ahead

The AAM is also to seek an urgent meeting with the foreign ministers of Luxembourg, Italy and the Netherlands who are due to visit South Africa this month

The AAM will urge them to consult with extra-parliamentary opposition leaders

The AAM is also campaigning for the imposition of sanctions

Mine union fears strike violence

The National Union of Mineworkers (NUM) has claimed it has had to face intimidation of "alarming proportions" from management and the South African Police as the August 25 strike date draws near

A union spokesman said that its vice-president, Mr Elijah Barayi, had received death threats in connection with the proposed strike from unknown people

QUESTIONED

Two other union officials, Mr Kenny Mosime and Mr Paul Nkuna, had been questioned about the strike for four hours last week by Security Police, said the spokesman

The union alleged that several unspecified mine managements had threatened workers with dismissal if they participated in the strike and that at other mines, managements had bought guns and armoured vehicles for use against strikers

"It is clear that mine managements and the South African Police are embarking on a cam-

paign of blatant intimidation and harrassment against mineworkers. Managements and the police seem bent on turning a peaceful strike into a bloodbath," the NUM spokesman added

The union said it noted with concern statements by the Chamber of Mines that it was not prepared to improve its wage offer, and reaffirmed its willingness to consider realistic offers from employers

The union spokesman said the strike was gaining momentum among workers and that strike committees had been elected at branch and regional level

She said it was hoped the boycott of white shops in mining towns in response to the declaration of the state of emergency would be "in full swing" in a few days

Repeated attempts to reach Chamber spokesmen for comment early today were fruitless. Comment from the police was not available at the time of going to press

13/8/85

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Bid to avert miners strike fails

A meeting yesterday between the Chamber of Mines and the National Union of Mineworkers (NUM) in a bid to avert a proposed strike ended inconclusively. STAR

A spokesman for the Chamber said last night "The Chamber of Mines has, at its invitation, met representatives of the NUM to discuss the union's intended strike and means of averting it. "The parties restated their known positions and the meeting ended inconclusively." 14/8/85

The meeting was held six days before the August 19 deadline set by the union for the Chamber to make a new pay offer.

Failure to reach agreement could result in thousands of miners downing tools on August 25.

S' DIARY — By JOSHUA RABOROKO



SOUTH AFRICA's mining industry is heading for a major strike by black mine workers on August 25

'SUPER FED' MAY FLOP

• Two unions, the Black Allied Mining and Construction Workers Union and the United Mining, Metal and Allied Workers Union, have deadlocked with Samancor over wages and other conditions of employment. The unions are considering declaring a dispute and going on strike if management does not meet their demands.

14/8/85
• It may be that South Africa is heading for the most effective strike by black workers. Relations between the Chamber of Mines and the National Union of Mineworkers have reached an all-time low. SWETAN
Neither side seems prepared to shift posi-

tion, although it is clear that some room for change exists on both sides comparing the lead time given for the commencement of the strike.

However, the union has reiterated that it was prepared to continue the strike which might be worse than the 1922 mine labour unrest. Mine managements have said they are not prepared to make another offer. All that is left is for the mine bomb to explode. 213

• A GROUP of trade unions representing thousands of workers has issued a hard-hitting statement threatening nation wide action if the state of emergency is not lifted.

'Lack of news' at death mine

Mineworkers at the Middelbult Colliery at Secunda claimed last night they had still not been told how many fellow workers had died and how many had been injured in Monday's explosion.

A Sasol statement yesterday said a rescue team had discovered the bodies of eight mine-workers, bringing the death toll to 29. Twenty-nine people were injured, eight of whom are still in hospital. **STAR**

A miner told newsmen the accident took place at midday. "By 2 pm, word had spread that 16 people were dead. The death toll grew to 21 by 1 am on Tuesday. We are still not sure about the number of injured. We understand the search for the other workers is still going on. Those injured in the explosion were taken by ambulance to hospitals.

"Most of those injured were migrant workers from Transkei. Other workers came from Mozambique, the Free State and Zululand," he added.

When the workers were asked how they were going to find out about those injured in the accident, one replied that they depended on the media to tell them what was going on at the mine.

Security was strict and newspaper reporters were not allowed on the premises. 14/8/85

Sapa reports that a Sasol spokesman said temporary ventilation structures were being installed to re-establish the flow of fresh air at the colliery in an attempt to gain access to the area of the explosion.

Ventilation structures up to 2 km away were destroyed by the blast.

Meeting fails to resolve dispute

213

Mineworkers look certain to strike

16/8/85 STAR

By Mike Siluma

With just nine days to go before the strike date set by the National Union of Mineworkers (NUM), there seems to be little hope of a settlement being reached between the union and employers

NUM has a wage dispute with the Chamber of Mines and other mining concerns

It has threatened to call a strike on August 25 at 29 gold and coal mines belonging to the Chamber unless a settlement is reached

Workers at other mining concerns where disputes exist are also expected to join the strike

After holding a ballot at some of the affected mines, NUM said it had overwhelming support for strike action, a claim which was rejected by the chamber

The union is asking for an across-the-board 40 percent monthly rise, which would bring minimum wages for surface workers to between R173 to R577 — depending on gradings. While it asked for minimum rates for underground workers to be raised to between R211 and R668. The chamber offer, rejected by the

NUM but implemented on July 1, raised surface minimum wage rates to between R162 and R524

Underground rates were increased to between R193 to R600

The Chamber said that coupled with employees' fringe benefits — amounting to R122 — its offer was "reasonable"

The fringe benefits are made up of food — R66, single accommodation — R17, annual transport allowance — R11, daily transport allowance — R15, entertainment — R6, medical attention — R7

But the union has rejected this argument. NUM general secretary Mr Cyril Ramaphosa says the dispute covered the workers' earnings and had nothing to do with fringe benefits

Mr Ramaphosa said NUM members were still determined to go on strike but would accept a realistic offer

The Chamber also said it was willing to consider realistic proposals from NUM

However a meeting this week between the parties failed to resolve the dispute

Mr Ramaphosa said De Beers had raised its offer to 12 percent which NUM was considering

Strike only days away

W/ K. Ramphosa
F. 10/18
Weekend Argus
Correspondent

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JOHANNESBURG — Just eight days before the strike date set by the National Union of Mineworkers (NUM) there seems to be little hope of a settlement between the union and employers — at least according to recent statements by both parties

The union has a wage dispute with the Chamber of Mines and other mining concerns

It has threatened to call a strike on August 25 at 29 gold and coal mines belonging to the chamber unless settlement is reached

The union is asking for an across-the-board 40 percent rise, which would bring minimum wages for surface workers to between R173 and R577 depending on job grade

Minimum rates for underground workers would be raised to between R211 and R668

The chamber's offer, rejected by the NUM but implemented on July 1, raised surface minimum wage rates to between R162 and R524.

Underground rates were increased to between R193 and R600

Fringe benefits

The chamber argues that, coupled with employees' fringe benefits, its offer is "reasonable" The fringe benefits amount to R122

But the union's general secretary, Mr Cyril Ramaphosa, says the dispute was over earnings and had nothing to do with fringe benefits

Mr Ramaphosa says workers were still determined to go on strike but would accept a realistic offer

The chamber has also said it was willing to consider realistic proposals from the union

Miners meet to plan strike

JOHANNESBURG — Miners' leaders held strategy talks yesterday to plan a nationwide walk-out set for this coming Sunday in South Africa's gold and coal mines

A National Union of Mineworkers (NUM) official said the union's general-secretary, Mr. Cyril Ramaphosa, was in Kimberley yesterday for talks with union members, but no details would be released until today **DISPATCH**

A mass-meeting of the union on August 4 decided to strike over pay and gold industry experts say a walk-out could severely hit billion production

19:08:85
Industry analysts fear that a strike could turn violent. The NUM has accused some mining companies of stock-piling armoured personnel carriers and shotguns to use against strikers

The NUM wants a 22 per cent across-the-board pay rise. The mines paid 14,1 to 19,6 per cent increases on July 1

Gold analysts say a strike could cost the mining industry about R500 million a week, but do not expect it to last long. Most mines have about a month's production in reserve.

● A meeting this weekend of independent trade unions expressed support for the planned strike, a Federation of South African Trade Unions spokesman said yesterday

Representatives of Fosat, the Food and Canning Workers Union, the Commercial Catering and Allied Workers Union and the Cape Town Municipal Workers Association expressed strong support for the "miners struggle for a living wage and for their planned strike"

The spokesman said the unions were "horrified" to learn of the "appalling" minimum wages paid on the mines — R136 a month to surface workers and R166 for underground workers

The unions also criticised the chamber's continued perpetuation of the system of job reservation and its refusal to discuss the removal of the system with the NUM — Sapa

Boycott monitor

Cape Times
9/8/85

DURBAN — A group of independent trade unions at the weekend set up a national committee to monitor consumer boycotts, a Federation of South African Trade Unions (Fosatu) spokesman said here yesterday.

Fosatu, the Food and Canning Workers' Union, the Commercial Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association decided at a meeting at Wilgespruit "to co-ordinate their involvement in the consumer boycott on a national scale" and have set up a national committee to monitor boycotts, the spokesman said.

The weekend's decision was a result of a meeting two weeks ago where the unions discussed whether to launch a national consumer boycott against the state of emergency.

The meeting also expressed support for the planned August 25 strike by the National Union of Mineworkers and for the "miners' struggle for a living wage" — Sapa.

A dispute as miner's strike looms

The Argus correspondent in Johannesburg reports on a legal wrangle over the possibility of this month's miner's strike spreading to mines where the National Union of Mineworkers is not officially recognised

AS the build-up to the proposed wage strike by black miners grows, so does debate about the legality of potential strikes on mines where the National Union of Mineworkers (NUM) is not recognised

The NUM has claimed majority support for a strike among the more than 200 000 black mineworkers at 29 Chamber of Mines mines

But the chamber says the union is recognised at only 27 mines after it lost recognition in June at two of the mines, East Driefontein and Coalbrook.

The NUM publicity officer, Miss Manoko Nchwe, said that while the union had not gone out of its way to

organise strikes at mines where it was not recognised, chances were that workers at these mines would support the strike

If workers at non-recognised mines also struck the total number of workers on strike could reach 400 000.

Miss Nchwe said the union's legal advice was that wage negotiations with the Chamber of Mines had covered the mining industry's entire black workforce.

A leading Johannesburg labour lawyer says that a strike by workers at non-NUM-recognising mines would be legal — if wage negotiations had covered all the black miners in the industry.

"According to section 65 of the Labour Relations Act, no employee may strike until a dispute has been referred to the Conciliation Board. The wording suggests that a person does not have to be a member of a union to take part in such a strike"

However, the chamber's industrial relations adviser, Mr Johan Liebenberg, said the dispute affected only those mines where the NUM was recognised and a strike by workers at other mines would be viewed as illegal.

The chamber has also rejected the results of a strike ballot held by the NUM last month, claiming "widespread irregularities"

Mine strike disastrous bishops

By Sheryl Raine

The South African Catholic Bishops Conference (SACBC) fears that a miners' strike would be disastrous and could lead to widespread violence and immense suffering.

It has urged the Chamber of Mines to contribute to resolving the deadlock with the National Union of Mineworkers

The president of the SACBC who is also the Catholic Archbishop of Durban, Archbishop Denis Hurley, held a meeting last night with two priests and three bishops from various mining areas.

The clergy reported that the situation was growing increasingly tense, as the countdown continued for a miners' strike called by the NUM for August 25.

In an apparent bid to avert the strike at 29 gold and coal mines, the NUM approached the Chamber yesterday with revised demands

The NUM is still asking for a 22 percent across-the-board pay rise compared with implemented Chamber rates ranging between 14,1 and 19,6 percent

But it has pruned demands for a May 1 workers' holiday to a request for workers to go off two-

hours early that day.

The NUM also suggested that instead of joint negotiations of white and black unions on job reservation, negotiations be held separately "in the meantime", but that all interested parties hold joint negotiations before agreement is reached.

The Chamber says it will refer the revised proposals to its principals and hold further negotiations on Wednesday.

SUBSISTENCE

"Confrontation is looming on SA mines with the possibility of a mass strike next week," said Archbishop Hurley

"A large proportion of mineworkers are earning below subsistence wages, even after the July increase.

"Now that workers are unionised, they are demanding a living wage, a wage that enables them to provide decent support for themselves and their families.

"It is essential that all employers in South Africa come to terms with the legitimate demands of workers

"This is all the more necessary because if the strike does occur it could lead to widespread violence and immense suffering."

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STAR

20/8/85

Strike threat: ~~217~~
Argus 20/8/85 (213)
Miners revise ~~218~~
their proposals ~~219~~

Argus Correspondent

JOHANNESBURG — In an apparent bid to avert a strike at 29 gold and coal mines, the National Union of Mineworkers (NUM) has tabled revised proposals in negotiations with the Chamber of Mines

A union statement after yesterday's meeting said the revised proposals were that workers be allowed to finish two hours earlier on May 1 and that negotiations on job reservation be held separately "in the meantime", but that all parties hold joint negotiations before agreement is reached

PAY INCREASE

But the union's demand for a 22 per cent across-the-board pay increase remains

The NUM's original demands had included that May 1 be recognised as a public holiday and that the union be included in negotiations on job reservation with white unions

The chamber had said it would refer the revised proposals to its principals and hold further negotiations tomorrow, she added

A chamber statement confirmed that the NUM had presented a revised set of demands during a meeting which had been requested by the union

The chamber's representatives had undertaken to convey the union's demands to their principals and it was possible that another meeting would be held within the next two days

NUM ¹¹³
revises
20:08:85
demands

JOHANNESBURG —
The National Union of Mineworkers tabled revised proposals in negotiations with the Chamber of Mines yesterday **DISPATCH**

A union statement said last night the revised proposals were that workers be allowed to finish work two hours earlier on May 1 and that negotiations on job reservation be held separately "in the meantime", but that all interested parties hold joint negotiations before agreement was reached.

The pay demand was for 22 per cent across the board

The union had demanded that May Day be recognised as a public holiday and that the NUM be included in negotiations on job reservation with white unions — Sapa

WITNESSE THE EXPLOSION

Unless strike can be averted today

South Africa's ²¹³mine industry is set to explode this week when the National Union of Mineworkers (NUM) calls out over 240 000 black miners to go on a legal strike, unless something dramatic happens ^{SAWETAN}

Several attempts have been made by the union and the Chamber of Mines to avert the strike which might spill blood — the last of such meetings takes place in Johannesburg today.

In a bid to avoid what industrial relations experts say might be a repeat of the "1922 mine unrest" the union and the chamber held a crucial meeting on Monday where the union made revised demands ^{218/85}

The union has called for a national strike to take place on Sunday at 29 gold and coal mines in South Africa

• The country's largest ever black trade union federation, with initial support of up to 400 000 workers, is to be launched at the end of November

After more than four years the super federation of emerging trade unions will hold its inaugural congress on November 30 and December 1

However, all the unions participating in the formation of the giant federation are due to meet in Durban today to finalise major issues

Critics say the federation will not be complete with the absence of the Council of Unions of SA (Cusa) and the Azaman Congress of Trade Unions (Azactu) Both believe in black leadership

• Black trade unions' consumer boycott of white-owned shops is gaining momentum with more unions calling for boycotts A group of independent trade unions has set up a national committee to monitor the boycotts

In the latest development the South African Allied Workers Union (Sawu) has called for a boycott of tombstones made by Bekkerrust Company in Rustenburg following the dismissal of workers at the plant over wages and working conditions



TUCSA's Ruth Imrie



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Strike violence feared

By JOSHUA RABOROKO

TRADE unions, community based organisations and church groups fear widespread violence and immense suffering if more than 240 000 black mine-workers go on strike this week. 213

And, the United Democratic Front (UDF) has joined the chorus of international organisations when it announced that it will take strong action if the violence erupted during the strike. 7

The African Mining and Allied Workers' Union (Amawu), the UDF and the South African Catholic Bishops' Conference, have warned that the threatened mass strike action could lead to violence.

The Pan Africanist Congress (PAC) and the trade union wing of the Afri-

can National Congress (ANC) and the South African Congress of Trade Unions (Sactu), have also pledged their support for the demands of the miners. SOWETAN

The National Union of Mineworkers (NUM), representing thousands of black miners in South Africa, meet with the Chamber of Mines today in a bid to avert the national strike.

The union presented revised demands to the chamber on Monday to test the icy water between themselves and the managements' organisation.

Mr Murphy Morobe, acting UDF publicity secretary, said the UDF was consulting with its affiliates and trade unions on the possibility of solidarity action. 21/8/85

Strike solidarity committees were being formed throughout the country.

Mine strike postponed as wage offer amended

By Mike Siluma and Sheryl Raine

STAR 22/8/85
The National Union of Mineworkers has postponed a strike planned for Sunday — involving 29 mines and a potential 240 000 black miners — until September 1 to discuss new and complex wage offers made by mining houses.

Negotiations with the Chamber of Mines started at 4 30 pm yesterday and carried on into the night, ending at 2 30 am today. The union agreed to present various new wage offers to members on 18 gold and 11 coal mines for consideration.

The NUM will report back to employers on August 28

GUARANTEE GIVEN

Last night the chamber asked for and was given a guarantee by the NUM that no premature industrial action would be taken by the union on recognised mines and the NUM has undertaken to do all it can to avert industrial unrest on unrecognised mines where it has members

Mine security personnel are, however, on the alert. The president of the chamber, Mr Clive Knobbs, claimed there had been intimidation on mines affected by the current negotiations.

The most significant move in the latest talks is that parties to the chamber broke ranks to make separate wage offers. Until now the chamber has stood firmly united.

Labour relations consultants today viewed the multi-faceted chamber offer as a significant crack in the formidable facade of the mining industry and an important victory for the NUM

213
First signs of movement on the deadlock between the union and the chamber came on Monday when the union compromised on leave demands and job reservation talks.

When the parties met again yesterday employers made new wage offers, some of which fell far short of union demands.

The Chamber of Mines implemented wage increases ranging from 14,1 to 19,6 percent on July 1. The union was demanding a 22 percent across-the-board rise.

New offers follow warnings from various quarters of immense suffering and violence in the event of a strike.

The latest offers tabled by the mining houses early today were as follows:

- Anglo American, which would be the worst affected if the NUM were to call a strike, offered additional wage increases amounting to 2,8 percent which would have the effect of increasing wages by a total of 16,9 percent to 22 percent. Anglo also offered a 10 percent increase in holiday leave.

INCREASED LEAVE

- Rand Mines offered an additional R4 a month on coal mines and a 10 percent increase in holiday leave allowance on gold mines.

- Gold Fields and Anglovaal offered a 10 percent increase in leave.

- Gencor refused to make any offer.

The possibility of a strike still cannot be ruled out but there appears to be hope that industrial action can be averted at Anglo American mines. A strike is more likely at Gencor, Gold Fields and Anglovaal mines.

Offers by mines leads NUM to delay strike

From PHILLIP VAN NIEKERK

JOHANNESBURG — Anglo American, the largest of the mining houses, has broken ranks with the rest of the Chamber of Mines in offering new wage increases to avert a large-scale strike by the National Union of Mineworkers (NUM)

The NUM yesterday announced that it had postponed for a week the strike which was due to start on Sunday, to report back to its members the Chamber's revised offer

The Chamber, with the exception of Gencor, is offering an increase of 10 percent to the annual holiday leave allowance, but no improvements in basic wages

One other mining house, Rand Mines, like Anglo is offering additional increases of R4 across-the-board to workers at its collieries

The new offers are in addition to the increases of between 14,1 and 19,6 percent which the Chamber paid at the start of July this year

The NUM has decided to recommend neither acceptance nor rejection of the revised offer which was placed before it at a marathon meeting which ended in the early hours of yesterday morning

The offer by Anglo, which employs about 80 percent of the union's membership, affects workers on its gold and coal mines and amounts to increases of between 17 and 22 percent in response to the NUM's demand of 22 percent across the board

Mr Johan Liebenberg, the industrial relations adviser to the Chamber, told a press conference yesterday that the "conciliatory" move by the Chamber was a new development

"The chamber's wage offer does not apply across the board to all union members on all recognized mines," he said

"Mining houses other than Anglo and Rand Mines felt that the increases granted in July were more than fair and were generally well accepted by their employees"

Anglo makes new mine wage offer

Transvaal Bureau
JOHANNESBURG:— Anglo American, the largest of the mining houses, has broken ranks with the rest of the Chamber of Mines in offering new wage increases to avert a large-scale strike by the National Union of Mine-workers (NUM)

The union announced yesterday it had postponed the strike, due to start on Sunday, for a week while it reports the revised offer to its members

The chamber, with the exception of one mining house, Gencor, is offering an increase of 10 per cent to the annual holiday leave allowance, but no improvements in basic wages

One other mining house, Rand Mines, is, like Anglo, offering additional increases of R4 across-the-board to workers at its collieries

The new offers are in

addition to the increases of between 14,1 and 19,6 per cent which the chamber paid out to black miners at the beginning of July this year

The union has decided to neither recommend to its members that it accept or reject the revised offer which was placed before it at a marathon meeting which ended in the early hours of yesterday morning

The offer by Anglo, which employs about 80 per cent of the union's membership, affects workers on its gold and coal mines and amounts to increases of between 17 and 22 per cent in response to the union's demand of 22 per cent across-the-board.

Mr Johan Liebenberg, the industrial relations adviser to the chamber, told a press conference yesterday that the "conciliatory" move by the chamber represented a new development

DISPATCH

23:08:65

An almost whole night crucial meeting between the National Union of Mine-workers and the Chamber of Mines averted what could have been the biggest and most disruptive strike by miners since 1922 in the country

Talks, aimed at averting an explosion, were reopened in Johannesburg between the representatives of NUM and the chamber this week

The chamber made a new offer which NUM has undertaken to convey to its members. The union has also agreed to call off the planned industrial action and to convey to the chamber the decision of its members to the chamber's revised offer by next Wednesday (August 28)

Angry

While these vital talks are taking place, angry and militant black mine workers are growing impatient

A settlement holds benefits for both parties, particularly for the chamber, given the volatile and international climate which has developed since the talks deadlocked in late June

While the mines mostly fall outside the emergency areas, there has been widespread internal political and union interest as well as intense international labour and business concern.

Community-based organisations, political groups and churches, operating in a climate of rising political tempo, have already met to discuss ways of providing solidarity if the miners strike

These organisations include, the United Democratic Front (UDF), the Azanian

Strike is called off - but for how long?

Sowetan 23/8/85
213

FOCUS

By **JOSHUA RABOROKO**

People's Organisation (Azapo), the African National Congress (ANC), the Pan Africanist Congress (PAC), and several trade unions currently involved in unity talks aimed at forming a giant federation

The NUM's call for a boycott of white shops in protest against the state of emergency — an act of solidarity on the part of the miners — is likely to ensure a reciprocal reaction from urban communities

Internationally, the extremely hostile reaction to the April dismissals of 17 000 miners at Anglo's Vaal Reefs and Anglo Vaal's Hartbeesfontein mines was a mere foretaste of what could follow if tens of

thousands of black miners are dismissed this time

Not only are the numbers likely to be bigger, but white South Africa is facing its greatest ever crisis of world denunciation

The announcement of the strike has made international headlines which bears testimony to the abhorrent policy of the migratory labour system. The sight of black migrants being shipped back to the homelands will add fuel to an already explosive situation

Local events — riots, the emergency and the latest speech by the State President, Mr P W Botha — have determined the flow of the rand's value and the price of gold on international markets

These factors could contribute favourable to

a massive strike accompanied by violence, police action and possible deaths would have an impact on the country's fragile economy

That's not even to mention the direct costs to production. With gold mines producing R40-million in foreign exchange daily, the NUM's estimation that the strike could disrupt between 40 and 70 per cent of gold production pans out at between R16-million and R28-million a day

Added to these fears there is a chilling pattern which rocked most managements this year — head offices of companies involved in labour disputes have been hit by explosive devices

The emerging unions involved in these disputes have categorically denied these acts. Events at Spar, Anglo America, Anglo Vaal, AECI and the Umlazi Bakery have brought

severe labour disputes into a new dimension.

If the chamber is prepared to overcome international disapproval, then it has resources to dismiss thousands of workers and deport them to their homelands

If the chamber is prepared to overcome international disapproval, then it has resources to dismiss thousands of workers and deport them to their homelands

In July 1982, 100 miners were killed and thousands sent back home when the mining industry was hit by a series of strikes and riots over pay increases. It was these events which heralded a new era — the formation of NUM

Sacked mine workers are easily replaced because the chamber's recruiting wing, The Employment Bureau of Africa (Teba), claims to have over 350 000 people waiting for jobs in the rural areas

Mr Cyril Ramaphosa

Azapo concern at possible violence if miners strike

213 STAR 23/8/85

The Azanian People's Organisation (Azapo) has become the latest community organisation this week to express its concern at the possibility of violence in the event of a wage strike by more than 200 000 miners.

At a meeting yesterday with Mr Clive Knobbs, the president of the Chamber of Mines, senior Azapo officials, including the president, Mr Ishmael Mkhabela, asked the Chamber to be "flexible and sensitive" when dealing with the wage demands made by the National Union of Mineworkers.

Mr Knobbs confirmed the hour-long meeting had taken place at the organi-

sation's initiative and that the proposed strike had been discussed.

Earlier this week the Southern African Catholic Bishops' Conference called on the Chamber to "contribute" to averting the strike as it would cause "widespread violence and immense suffering".

The United Democratic Front said it was forming solidarity committees throughout the country to support the miners should they strike.

The strike has been postponed to September 1 to give workers time to consider a revised offer by the Chamber.

Violent strike warning

JOHANNESBURG

South Africa's most powerful black union warned yesterday that crisis meetings of its members at vital gold and coal mines were likely to lead to a potentially violent strike on September 1

The National Union of Mineworkers (NUM) last week suspended plans for 230 000 miners to strike yesterday after a last-minute pay offer. But it said yesterday that mine owners were trying to split the union.

DISPATCH

Emergency meetings to decide on the offer began on Thursday and will continue until tomorrow.

26:08:85
The Chamber of Mines employers' group said on Thursday that mining companies had split into three groups to avert a strike.

Anglo American Corporation upped its pay offer while General Mining and Union Corporation stuck at 14.1 to 19.6 per cent rises. The NUM is seeking an across-the-board 22 per cent increase — Sapa-RNS

200 urge miners to strike

About 200 militant black miners at Gold Fields' Kloof Mine in the Western Transvaal yesterday urged their colleagues to go on strike

A spokesman for the mine said the picks were dispersed without incident and mineworkers reported as usual for the 9 pm shift

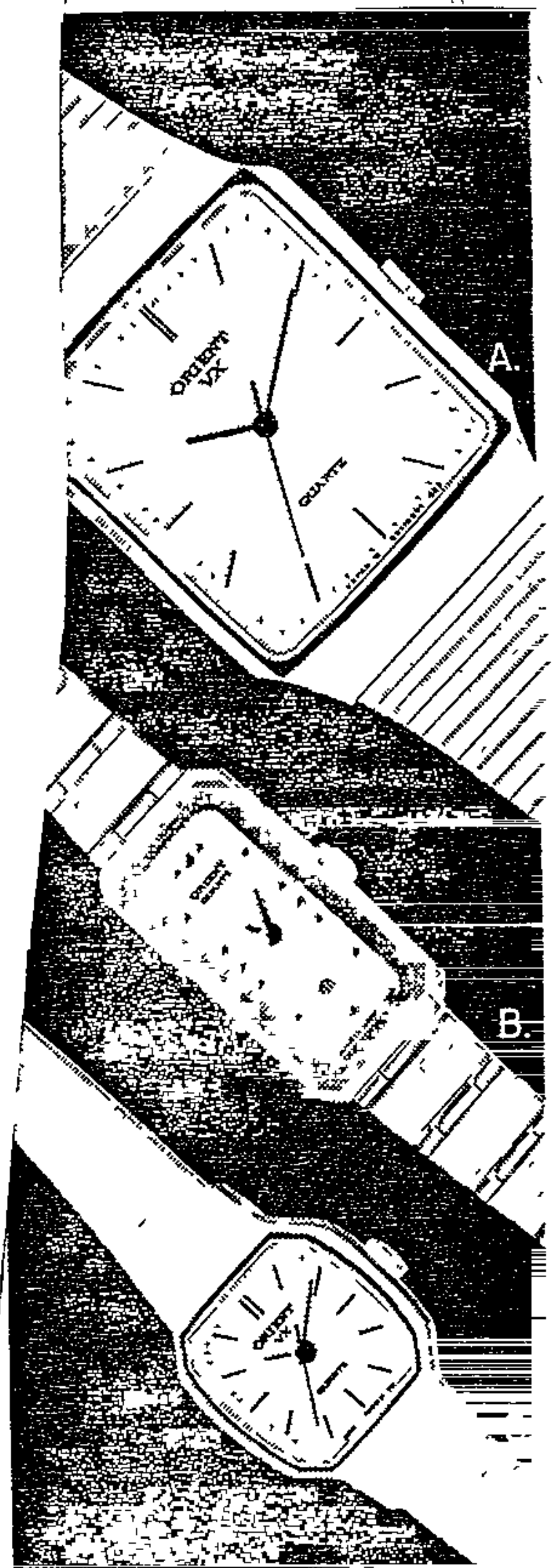
Gold Fields is one of five mining houses belonging to the Chamber of Mines which is currently involved in a wage dispute with the National Union of Mineworkers

The NUM postponed strike action originally planned to run from yesterday until September 1 so that members could consider new wage offers made by the Chamber. The union will report back on Wednesday

The NUM warned yesterday that crisis meetings of its members at gold and coal mines were likely to lead to a potentially violent strike next weekend involving a possible 240 000 black miners

The union has accused the Chamber of trying to split its membership by proposing several different offers. It is demanding a 22 percent across-the-board increase

Armed man shot dead



BRICK

SPECIAL OFFER on
the clay brick paving

ly's
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Miners hurt as violence flares

Dispatch Correspondent

JOHANNESBURG — About 25 miners were injured at Gold Fields' Kloof goldmine near Westonaria at the weekend as workers took industrial action despite the National Union of Mineworkers' decision to postpone their strike over wages for a week. 27:08:65

At Iscor's Hlobane colliery near Vryheid in Natal more than 1800 miners downed tools yesterday afternoon after mine management informed them that they would not receive increases. Talks between management and union representatives were continuing, Sapa reported.

An Anglo American spokesman said there had been no unrest at any of their mines.

The NUM postponed the strike in the face of a fresh offer from the Chamber of Mines last week, with Anglo American offering an extra three per cent wage increase and the other mining houses marginal increases in fringe benefits.

A NUM spokesman said yesterday they had been unable to communicate the postponement to Kloof miners, as management had forbidden them to hold open-air meetings.

A Gold Fields spokesman said they had offered the NUM the use of a hall at the training centre to address their members.

During the unrest, which started during the night shift on Sunday 13 miners were arrested and about 25 injured.

A spokesman for the SA Police said a large group of about 3000 miners had stoned mine buildings on Sunday night, causing severe damage to mine property, and injuring five members of the SAP.

The spokesman for Gold Fields said about 300 workers were involved in an illegal picket of the hostel gates just before the night shift was due to begin and had been dispersed by the SAP and mine police.

25 injured as police break up miners' wage action

Mercury Correspondent

JOHANNESBURG—About 25 miners were injured at Gold Fields' Kloof mine near Westonaria on Sunday night as workers took industrial action in spite of the National Union of Mineworkers' decision to postpone its strike over wages for a week.

And at Iscor's Hlobane colliery near Vryheid in Natal, more than 1 800 miners downed tools yesterday after the mine management told them they would not receive increases.

An Anglo American spokesman denied reports of industrial action at the Vryheid Coronation Colliery, adjoining Hlobane, and said there had been no unrest.

The NUM postponed the strike in the face of a fresh offer from the Chamber of Mines last week, with Anglo American offering an extra 3 percent wage increase and the other mining houses marginal increases in fringe benefits.

Gunpoint

During the unrest, which started during the night shift on Sunday, 13 miners were arrested and about 25 were injured as police used dogs, tear-gas and rubber bullets to disperse workers.

Mr Cyril Ramaphosa, general secretary of the NUM, said that after police had been brought in to break up a peaceful picket, the Kloof workers had been forced at gunpoint to go underground.

At Hlobane more than 1 800 workers from the afternoon shift refused to go underground yesterday.

Iscor's public relations manager, Mr Piet du Plessis, said workers had been told last week that the company would be unable to grant increases because of the economic situation.

25 Kloof miners hurt in night of violence

CALL TUNES 27/8/85

213

From PHILLIP VAN NIEKERK
JOHANNESBURG — About 25 miners were injured at Gold Fields' Kloof goldmine near Westonaria on Sunday night as workers took industrial action despite the National Union of Mineworkers' decision to postpone their strike over wages for a week

they been unable to communicate the postponement to Kloof miners, as management had forbidden them to hold open-air meetings

A Gold Fields spokesman said the open-air arena was for tribal dancing and they had offered the NUM the use of the training centre hall instead

And at Iscor's Hlobane colliery near Vryheid more than 1 800 miners downed tools yesterday afternoon after management told them that they would not receive increases

During the unrest, which started during Sunday's night shift, 13 miners were arrested and about 25 injured as police used dogs, teargas and rubber bullets to disperse workers

Iscor's public relations manager, Mr Piet du Plessis, said workers had been briefed last week that increases were ruled out because of the economic situation

An SAP spokesman said about 3 000 miners had stoned mine buildings on Sunday night, causing severe damage to mine property, and injuring five SAP members

The NUM postponed the strike in the face of a fresh offer from the Chamber of Mines last week, with Anglo American offering an extra three percent wage increase and the other mining houses marginal increases in fringe benefits

But the mine spokesman said about 300 workers involved in an illegal picket of the hostel gates had been dispersed by police and mine police

Mr Cyril Ramaphosa, general secretary of the NUM, said that after police were brought in to break up a peaceful picket, the workers were forced to go underground at gunpoint

An NUM spokesman said yesterday



McCANN-ERICKSON 40178/E

done her own now and it is tape and secret time trials

AN official of the National Union of Mineworkers said yesterday it was the feeling of members to go out on strike on September 1 "because they were being divided by the latest pay offers from mine managements"

213

By JOSHUA RABOROKO

The NUM last week suspended plans for over 240 000 miners to go on strike on August 25 after a last minute pay offer

SA (Seifsa)

Emergency meetings to decide on the offer began last Thursday and will continue today

The company then made certain demands which made the workers to reject the offer. These demands included health and safety measures at the plant.

A union spokesman said. "The feeling of our members is that they want to go out on September 1 because they feel they are being divided by the latest offer"

Anglo American Corporation upped its pay offer while General Mining Corporation stuck at 14,1 to 19,6 per cent rises. The NUM is seeking an across-the-board 22 percent increase

Meanwhile, about 150 members of the Fosati-affiliate Metal and Allied Workers Union (Mawu) who went on strike last week in support of plant level bargaining at a British multinational. Frys Metal in Wadeville, returned to work yesterday.

Mawu's Transvaal secretary, Mr Moses Mayekiso said the company had originally agreed to grant workers a 17c rise outside wages negotiated with the Steel Engineering Industries Federation of

MINERS RUMBLING

SOWETAN Tuesday, August 27, 1985

Page 1

CAPE/NATIONAL ARGUS 27/8/85 (213)

Miners expect decision on pay increases today

Argus Correspondent
JOHANNESBURG — The National Union of Mineworkers (NUM) expects to know today whether its members accept or reject a revised pay offer made by the Chamber of Mines last week, the secretary-general of the union, Mr Cyril Ramaphosa, said yesterday

Mr Ramaphosa said the union had not been able to hold a report-back meeting at Kloof Gold Mine in the Western Transvaal because the owners, Goldfields of SA, had refused the union permission to use the mine's arena, which could hold 13 000 people

He said they were instead allowed to use a hall more than 1,5km from the mine hostel which could seat only 100 people

A spokesman for Goldfields said the company usually gave permission to the union to address miners in categories for which the union was recognised and the hall offered to the

union would have been adequate for the purpose

Kloof is the only mine which is known to have experienced unrest during the weekend, with management reporting pickets by more than 200 mineworkers

The union is to give its members its response to the revised offer tomorrow. A strike which was to have started last Sunday was postponed late last week to September 1

Other mines where the union has a dispute are those belonging to Anglo American, Gencor, Rand Mines and Anglo Vaal

Mr Ramaphosa said the union was expecting conciliation boards to try to resolve wage disputes with the Chamber's manpower-recruiting arm — Teba — and the Nuclear Fuel Corporation

He said the union would hold a members' meeting to decide on a course of action following a conciliation board deadlock with Duvha colliery

The union is demanding a 22 percent across-the-board monthly wage rise

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(213) 4. Day
Police shoot miner

Business Day Reporter 27/2/8

A black mine employee at Anglo American's Vaal Reefs mine was shot and injured by police outside a privately owned store near the number five hostel yesterday.

An Anglo spokesman said the incident was not work related and the police had been called in by the owner of Fraser's store.

The National Union of Mineworkers said it believed the incident was related to a boycott of concession stores, but this was denied by police spokesmen in Orkney.

35 hurt

MORE than 35 black miners were injured when police used tear-smoke and rubber bullets to disperse a crowd of about 300 workers who were apparently intimidating colleagues to go on strike at Kloof gold mine in the western Transvaal at the weekend.

A spokesman for Gold Fields, owners of the mine, confirmed the incident and said everything had gone back to normal after the violent incident which started when the crowd waved banners and formed a loose picket line.

Meanwhile about 1 800 workers at Iscor's Hlobane coal mine near Vryheid did not report for work yesterday after representatives of the National Union of Mineworkers approached management over pay increases.

Iskor's public relations manager, Mr Piet du Plessis, said the workers had been told that the increases called for by the union could not be granted because of the economic situation.

The workers went on strike despite NUM's postponement of industrial action after mining houses made a new offer last week.

28/8/85

Colliery workers ~~113~~ still on strike ~~113~~

The 1800 workers who
downed tools over wages
at Iscor's Hlobane coal
mine near Vryheid on
Monday were still on
strike late yesterday, an
Iskor spokesman said
today

²¹³
The spokesman said
workers had been told
they had to return to
work today. He would
only know later if they
had done so

^{STAR}
The spokesman said
earlier the workers had
gone on strike after being
told they would not be
getting pay increases

They had initially ac-
cepted this but had
struck after National
Union of Mineworkers
(NUM) officials had
raised the issue anew
with management

^{21/8/85}
The NUM general sec-
retary, Mr Cyril Rama-
phosa, said today mine
management had refused
to talk to the union and
would not allow officials
to enter mine premises.

He said the union had
no recognition agreement
with the mine yet

Hlobane miners return to work

A three-day strike at Iscor's Hlobane Colliery ended late yesterday afternoon with management "standing firm" in its refusal to grant an additional salary increase, public relations manager Mr Piet du Plessis said last night.

Trouble started on Monday when about 1 500 miners refused to go underground after demanding rises of 14 to 19 percent in addition to those granted in

July as a result of negotiations between the National Union of Mineworkers and the Chamber of Mines.

But, in discussions yesterday with National Union of Mine-workers members on the mine and NUM chief Mr Cyril Ramaphosa, management was asked to arrange for the release of two members arrested for alleged intimidation.

"If we could meet that request, they agreed they would in-

fluence their colleagues to go back to work. We agreed and they have gone back to work," Mr du Plessis said.

He could not say if the two miners arrested on Monday had been freed.

Earlier it was reported that Iscor had begun dismissing Hlobane mineworkers when they failed to comply with an ultimatum to return to work yesterday morning. — Sapa.

213

STAR

28/8/85

Strike will affect 7 mines

E. Post
29.08.85

JOHANNESBURG — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines but has decided to call a strike on Sunday at seven mines where wage offers were rejected

After a meeting the Chamber of Mines last night, the NUM said more than 60 000 mineworkers would strike at the following mines

Anglo Vaal's Hartebeesfontein (18 000 workers), Gold Fields' Kloof (14 000), East Driefontein (13 000), West Driefontein (13 000), Gencor's Marievale (1 200), Matla Coal (2 000) and Transvaal Navigation Colliery (1 500)

The chamber said that after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union's membership was concerned the dispute would now be resolved

However, the NUM has warned that should the mines affected by the strike decide to take action against union members, the entire membership of the union in all mines would take solidarity action "because Gold Fields, Gencor and Anglo Vaal have now become enemies of all mineworkers"

The Chamber of Mines implemented increases ranging from 14% to 19% on July 1. The union was demanding a 22% across the board increase

Gencor refused to improve on chamber rates, while Anglo Vaal and Gold Fields were prepared to offer only an additional 10% increase in the holiday leave allowance

Rand Mines and Anglo American will probably escape the strike on about 20 mines. These mining houses employ 86% of the union's paid up members on gold mines and 77% on collieries and would have been the worst affected by strike action

Rand Mines has brought its wage offer into line with that of Anglo American by offering a further 2,8% on top of the implemented chamber rate and, in addition, the two companies will grant a 10% increase in the holiday leave allowance

JCI has agreed to bring its offer into line with Anglo American and Rand Mines even though it does not recognise the NUM on any of its mines.

The NUM's negotiating committee said it would be prepared to recommend to members that the offers made by Anglo American, Rand Mines and JCI be accepted and said the companies would be informed of members' reaction tomorrow

DISPATCH (122) (120) (213)
Strike: miners decide

Dispatch Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) last night decided to press ahead with strike action on South African gold and coal mines, but could call the strike off at mines owned by two mining houses

A spokesman for the NUM said they had decided to recommend a settlement to their members at Anglo American and Rand Mines, which have offered additional pay increases

But the legal strike at seven Anglovaal, Gencor and Gold Fields mines, involving more than

60 000 workers is due to start on Sunday, after these mining houses refused to increase their offers yesterday

29.08.85
And the union has warned of solidarity action by its entire membership if the mines hit by the strike take action against their members

The union announced its decision at a final meeting with the Chamber of Mines yesterday after a week spent reporting a fresh offer back to its members

The union said the chamber's partial offer made last week, in which Anglo offered additional pay increases but most

of the other mining houses a 10 per cent increase in the holiday leave allowance, was not acceptable

The chamber then made a revised offer, by bringing increases at Rand Mines and Johannesburg Consolidated Investments (JCI), which is not party to the negotiations, into line with the Anglo offer

Anglo have been offering increases on average 28 per cent higher than the chamber's increases of July 1 over which wage talks deadlocked

The majority of the union's membership is on Anglo gold mines

B. Day

NUM to strike at five mines

29/8/85

THE National Union of Mineworkers is to go ahead with strike action which could affect 62 000 workers on Sunday at five gold mines and two collieries administered by Gencor, Gold Fields and Anglovaal.

The NUM said last night that these companies had refused to improve their offers to an acceptable level. They are calling for strikes at Hartebeesfontein, Kloof, East Driefontein, West Driefontein, Marievale, Matla and Transvaal Navigation Colliery.

Rand Mines and Johannesburg Consolidated Investments (JCI) yesterday improved their offers for gold and coal mineworkers by an additional 2.8% in

CLAUDE PICKARD-CAMBRIDGE

wages and by 10% in the holiday leave allowance to bring them into line with Anglo American.

The union is recommending that members accept the offers from Anglo, Rand Mines and JCI and will inform the Chamber of their members reaction on Friday.

The union warn that if the affected mine managements take action against members, the entire membership of the union on all mines would take solidarity action "because Gold Fields, Gencor and Anglovaal have now become the enemies of all mineworkers"

Seven mines

213

face

213

strikes on Sunday

29/8/85
STAR

The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines but has decided to strike on Sunday at seven mines at which wage offers were rejected.

After a meeting with the Chamber of Mines last night, the NUM said that more than 60,000 workers would strike at the following mines:

Anglo Vaal's Hartebeesfontein (18,000 workers), Gold Fields' Kloof (14,000), East Driefontein (13,000), West Driefontein (13,000), Gencor's Marievale (1,200), Matla Coal (2,000) and Transvaal Navigation Colliery (1,500).

The Chamber said that, after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that, for the vast majority of the union's members, the dispute would now be resolved.

But the NUM has warned that, should the mines affected by the strike decide to take action against union members, the entire membership of the union at all mines would take solidarity action.

The Chamber of Mines implemented increases ranging from 14 to 19 percent on July 1. The union was demanding a 22 percent across-the-board increase.

Gencor refused to improve on chamber rates while Anglo Vaal and Gold Fields were prepared to offer only an additional 10 percent increase in the holiday allowance.

Rand Mines has brought its wage offer into line with that of Anglo American by offering a further 2.8 percent on top of the implemented chamber rate and, in addition, the two companies will grant a 10 percent increase in the holiday allowance.

JCI has agreed to bring its offer into line with Anglo American and Rand Mines even though it does not recognise the NUM on any of its mines.

The NUM's negotiating committee said it would be prepared to recommend to its members that the offers made by Anglo, Rand Mines and JCI be accepted and said the companies would be informed of members' reaction on Friday.

Mr Kallie van der Colf, manpower director of Anglo American's gold division, said: "We are pleased that the negotiating process has again been successful and we are confident that the NUM's recommendation of our offer will be accepted by its members. We remain convinced of the benefit of the collective bargaining process and this settlement again proves the value of endeavouring to establish sensible labour relations."

60 000 miners to strike

From PHILLIP VAN NIEKERK JOHANNESBURG — The National Union of Mineworkers (NUM) last night decided to press ahead with strike action on South African gold and coal mines, but could call off the strike at mines owned by two mining houses

A NUM spokesman said they had decided to recommend a settlement to their members at Anglo American and Rand Mines, which have offered additional pay increases

Warning

But the legal strike at seven Anglovaal, Gencor and Gold Fields mines involving more than 60 000 workers, is due to start on Sunday, after these mining houses refused to increase their offers yesterday

The union has warned of solidarity action by its entire membership if the mines hit by the strike take action against their members

The NUM announced its decision at a final meeting with the Chamber of Mines yesterday after the NUM had spent a week reporting a fresh offer back to its members

The NUM said the chamber's partial offer made last week in which Anglo offered additional pay increases but most of the other mining houses offered only a 10 percent increase in holiday leave allowances was not acceptable

Into line

The chamber then made a revised offer, by bringing increases at Rand Mines and Johannesburg Consolidated Investments (JCI), which is not party to the negotiations, into line with the Anglo offer

Anglo has been offering increases on average 2,8 percent higher than the chamber's increases of July 1 over which wage talks deadlocked

The vast majority of the union's membership is on Anglo gold mines and the NUM is to recommend to its members that they accept these offers

The NUM spokesman said the offers made by Goldfields and Anglovaal were rejected as was the stand of Gencor, which has refused to offer any additional increase

Iscor

The union told the chamber they would be recommending to their members at Rand Mines and Anglo that they accept the offer

The NUM said the mines which would be affected included Hartebeesfontein, Kloof, East Driefontein, West Driefontein and Marievale gold mines as well as the Matla and Transvaal Navigation Collieries coalmines

● Meanwhile, Iscor has begun dismissing some of the 5 300 workers at its Hlobane colliery near Vryheid in Natal who have been on strike since Monday

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Wage offer accepted, but 7 mines to strike

Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines but has decided to strike on Sunday at seven mines where wage offers were rejected.

After a meeting with the Chamber of Mines last night the NUM said more than 60 000

mineworkers would strike at the following mines

Anglo Vaal's Hartebeesfontein (18 000 workers), Gold Fields' Kloof (14 000), East Driefontein (13 000), West Driefontein (13 000), Gencor's Marievale (1 200), Matla Coal (2 000) and Transvaal Navigation Colliery (1 500)

The chamber said that after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union's membership was con-

cerned, the dispute would now be resolved

However, the NUM has warned that should the mines affected by the strike decide to take action against union members, the entire membership of the union in all mines would take solidarity action "because Gold Fields, Gencor and Anglo Vaal have now become enemies of all mineworkers"

The Chamber of Mines implemented increases ranging from 14 to 19 percent on July 1. The union was demanding a 22 percent across the board increase

Gencor refused to improve on chamber rates while Anglo Vaal and Gold Fields were only prepared to offer an additional 10 percent increase in holiday leave allowance.

Rand Mines and Anglo American will probably escape the strike on about 20 mines

These mining houses employ 86 percent of the union's paid up members on gold mines and 77 percent on collieries and would have been the worst affected by strike action

Num may call strikes

Sowetan
30/8/85

213

THE National Union of Mineworkers will call a national strike at all mines in the country if action is taken against its members at seven Gold Fields, Gencor and Anglovaal mines on Sunday.

The union has called more than 60 000 mine-workers to go on strike at the seven mines after negotiations with the Chamber of Mines on Wednesday evening

By
JOSHUA RABOROKO

"The entire membership of the union in all mines will take solidarity action because Gold Fields, Gencor and Anglovaal have now become enemies of all mine-workers," said a NUM spokesman. The chamber appeared to have averted a major strike when the union provisionally accepted proposals from two of the five major mining groups involved in the chamber-NUM dispute.

It said after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that "as far as the vast majority of the union's membership is concerned the dispute will not be resolved".

Contact

It said strikes would go ahead at Hartebeestfontein, Kloof, East Driefontein, West Driefontein, Marievale, Matla and Transvaal Navigation Colliery, because the three mining houses had refused to make acceptable offers.

In a surprise move at this week's meeting, the Johannesburg Consolidated Investment which is not involved in the dispute because the NUM is not recognised on its mine — joined three coal mines and one gold mine in the Rand Mines group in aligning itself with an offer previously made by Anglo American.

Offers

The union has recommended that members accept the offers from Anglo, Rand Mines and JCI and will inform the chamber of its members' response today.

NUM thumbs up for new pay deal

JOHANNESBURG — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines, but has decided to strike on Sunday at seven mines where wage offers were rejected

After a meeting with the Chamber of Mines, the NUM said more than 60 000 mineworkers would strike at the following mines

Anglo Vaal's Hartebeesfontein, Gold Fields' Kloof, East Driefontein and West Driefontein, Gencor's Marievale, and Matla Coal and Transvaal Navigation Colliery

The Chamber said that after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union's membership was concerned, the dispute would now be resolved

However, the NUM has warned that should the mines affected by

the strike decide to take action against union members, the entire membership of the union in all mines would take solidarity action

The Chamber of Mines implemented increases ranging from 14 to 19 per cent on July 1. The union was demanding a 22 per cent across-the-board increase

Gencor refused to improve on Chamber rates while Anglo Vaal and Gold Fields were prepared to offer only an additional 10 per cent increase in holiday leave allowances

Rand Mines and Anglo American will probably escape the strike on about 20 mines. These mining houses employ 86 per cent of the union's paid-up members on gold mines and 77 per cent on collieries and would have been the worst affected by strike action

Rand Mines has brought its wage offer into line with that of Anglo American by of-

fering a further 2,8 per cent on top of the implemented Chamber rate and, in addition, the two companies will grant a 10 per cent increase in the holiday leave allowance

JCI has agreed to bring its offer into line with Anglo American and Rand Mines

The NUM's negotiating committee said it would be prepared to recommend to members that the offers made by Anglo, Rand Mines and JCI be accepted and said the companies would be informed of members' reaction today

Mr Anton Lombard, industrial relations adviser to Gold Fields, said the company took note of the NUM's intention to strike, but said "We are still convinced that our employees are happy with the increases they received"

Anglo Vaal declined to comment and Gencor were unavailable for comment yesterday — Sapa

DISPATCH

30:08:85

(213)

Miners to start strike tomorrow

DISPATCH 31-08-85

JOHANNESBURG — Strikes on seven gold and coal mines will start at 8pm tomorrow night, the National Union of Mineworkers (NUM), said in a statement today

The strikers had been issued with rules on keeping the strike peaceful but NUM said activities by the affected mines were "similar to an army preparing for a total warfare"

The statement said "Our union seriously warns mine managements that should they take any form of action against our members that the wrath of our entire membership will be unleashed"

The mines affected are those owned by Gencor, Gold Fields and Anglovaal

The statement continued "As the hour of the strike

draws nearer our union has observed that the mines to be affected by the strike are going through activities that are very similar to an army preparing for total warfare

"Reports of mine managements' intimidation are rife on all those mines and are taking the following patterns

"Caspirs are continuously patrolling the hostels

"Fences have been erected around the hostels, leaving one exit facing the shaft

"Management is distributing pamphlets telling workers that they will be dismissed as soon as they are on strike

"Teargas, rubber bullets, live bullets and shotguns have been purchased in great quantities

"Workers have been told that if they strike they will be forced to work at gunpoint" — Sapa



A section of the crowd of about 25 000 mourners who gathered in the Zipuzana Stadium in East London for the funeral service today for 19 victims of the recent unrest in the area. The crowd started to fill the stadium early this morning with people coming from as far afield as Johannesburg and Durban. Men of the United Democratic Front (UDF), in khaki uniforms with black berets, acted as marshalls. The police were not in evidence at the stadium, although they and the SA Defence Force were present in large numbers in the nearby coloured townships

Mass firings could spark more strikes

IT is almost certain that 60 000 miners who stop work on seven collieries and gold mines today will be fired, says the National Union of Mineworkers. 1/9/85

The black miners' union warns that mass firings could provoke sympathy strikes at mines belonging to mining houses which have met wage demands.

A spokesman for NUM said yesterday "The hardline approach adopted by Gold Fields of SA, Gencor and Anglovaal is geared to rid their mines of union influence

Precedent

"Despite significantly improved offers by both Anglo American Corporation and Rand Mines, the threat of labour unrest on a national scale will be averted only if the other three groups review their union-bashing strategy

"We will recommend that our members accept offers from Anglo American and Rand Mines, thus ending the long wage dispute with them"

Gencor, which employs 97 000 workers on its gold mines and 18 400 on its col-

By Amrit Manga

S. Times

lieries, will not comment, or say whether its policy of not talking to strikers has changed

Gold Fields says any action against workers will be determined by the extent of the strike "Our decision will be determined by the situation that prevails at the time of a strike — if it occurs"

Precedent for tough action from Gencor exists. More than 1 500 of a total of 27 000 strikers were paid off by Gencor in July this year. The sackings followed a warning from Gencor that it would dismiss workers who broke their contracts

The NUM says Gencor's "unhelpful attitude complicates matters because mines that have met our demands will also be affected. We expect Anglo American Corporation and Rand Mines, to intervene and influence a settlement"

Warning

NUM general secretary Cyril Ramaphosa warns that sympathy action could involve 230 000 black miners.

Although 60 000 workers will be called out to shut down seven mines, there is every possibility of a spill-

over of action if the deadlock is not broken in 72 hours after the walk-out. The union says employers can only sack workers 72 hours after the strike begins.

The union has not spelt out what form the supporting industrial action will take. The most likely is a ban on overtime and a work-to-rule call. But strikes cannot be ruled out

Vaal Reefs

Labour expert Brian Allen says the deadlock is not necessarily a consequence of the hardline industrial relations policy of some mining houses "When it comes down to wage bargaining of this type, it is more a test of power. Gencor, GFSA and Anglovaal have decided they will challenge the union

"Anglo American clearly does not want a repeat of the Vaal Reefs strike.

"It must, however, be assumed that the other mining houses have weighed the downside risks and have opted for a trial of strength that could be costly," Mr Allen adds

In the event of sympathy

□ To Page 3

New mine strike threat

From Page 1

strikes, Anglo American would be worst affected. Gencor, GFSA and Anglovaal employ fewer NUM members

Anglovaal and Gold Fields together employ nearly 100 000 gold miners and Gencor more than 115 000 gold and coal miners

A Gold Fields spokesman says "It is not that we cannot afford to match Anglo American's increases but that we see our offer as fair"

Anglo American believes

overall wages are too low and hefty increases are necessary

The Chamber of Mines, which has been split over wage offers, seems to have withdrawn from the feud and mining houses will now have to slug it out alone

Refinery

About 4 300 coal miners who were dismissed at Iscor's Hlobane colliery near Vryheid have returned to work after a brief stoppage. The union says it is continu-

ing with negotiations

Talks are likely to succeed in the important Rand Refinery, Germiston, negotiations where the union has declared a dispute

The gold mines affected by the strike are Anglovaal's Hartebeestfontein, near Stufontein, GFSA's Kloof West and East Driefontein, all near Carletonville and Gencor's Marievale, near Nigel

The two collieries affected are Matla, which supplies Escom, and Transvaal Navigation Colliery. Both are near Witbank.

05/11/85

Miners injured

SEVEN mineworkers were slightly injured yesterday afternoon at Gencor's Beatrix Gold Mine, near Virginia in the Free State, after mine security members fired tear-gas and rubber bullets at a crowd of mineworkers, a Gencor spokeswoman said last night. 213

The incident was the first report of unrest since the National Union of Mineworkers confirmed on Saturday that about 70 000 mineworkers at seven mines would go on strike yesterday because wage offers from the holding companies were not

acceptable. The spokeswoman said there had been workers' unrest at Beatrix yesterday afternoon

"A crowd of 1 000 out of a workforce of 7 000 gathered together in an unruly manner," the spokeswoman said

"After repeated requests by management to disperse, a small crowd refused and tear-gas was used (by the mine's security personnel) to disperse the crowd

"A small crowd remained behind and a mine's security vehicle was attacked — Sapa

Sowetan 2/9/85

Government statement it rejected the concept of "apartheid" - if apart- structures would be cre-

Miners hurt in strike clash

CAPT Tint 2/9/85
#213

JOHANNESBURG — At least nine miners were injured and 21 arrested in clashes with mine police yesterday as five mines run by Gencor were hit by strike action over wages last night.

However, some of the mines where the strike was meant to take place were operating as usual. Spokesmen for the National Union of Mineworkers claimed the workers had been intimidated into going to work. However, this was denied by mine officials.

Clashes between workers and mine police left seven workers injured at Gencor's Beatrix goldmine in the Free State and two at Gold Fields' Kloof mine near Carletonville.

The night shift at three Gencor collieries — Transvaal Navigation Collieries, Koornfontein and Blinkpan — did not work last night and two goldmines — Beatrix and Marievale — were also hit by strike action.

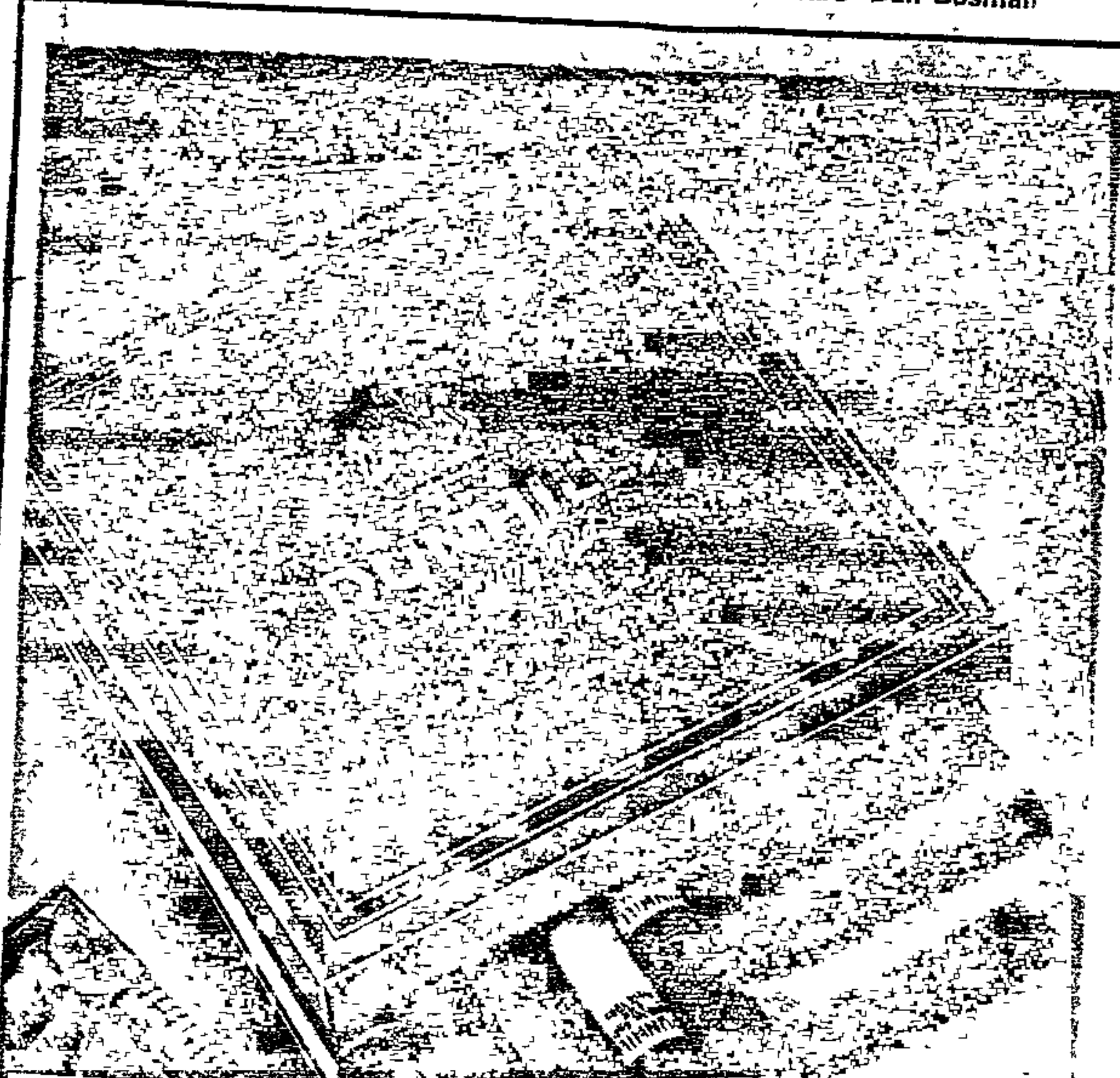
Arrested

At Stilfontein, a Gencor mine near Klerksdorp, members of the strike committee were believed to have been arrested.

At the four biggest mines where strike action was proposed — Gold Fields' East and West Driefontein and Kloof and Anglovaal's

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To page 2

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From page 1

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213

Hartebeesfontein — the night shift reported for duty.

A management spokesman said workers had reported as usual, but a NUM spokesman said workers had been told they would be fired if they went on strike.

Many of the compounds were sealed off by mine police.

At Gencor's Transvaal Navigation Collieries, the Saturday night shift took strike action 24 hours early.

Teargas

A Gencor spokesman confirmed that small numbers of TNC workers had been on strike since Saturday night and that the Sunday evening shift at Koornfontein and Blinkpan had been affected.

He said the majority of workers at Marievale near Springs and at Beatrix did not go down.

The spokesman said that at Beatrix mine, near Virginia, a crowd of 1 000 of the mine's workforce of 7 000 attended a mass gathering at lunchtime and "failed to heed various requests to disperse".

He said teargas was used and a small group which remained behind started stoning a mine security vehicle.

"Seven received minor injuries after rubber bullets were fired to get them to disperse."

A spokesman for Gold Fields said that apart from a slight disruption at Kloof and minor picketing at West and East Driefontein, the Sunday night shift at all three mines was normal.

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in the world

13 hurt, 25 held as miners strike

2/9/85 STAR 3.28

At least 13 people had been injured and 25 arrested on gold and coal mines as the National Union of Mineworkers began its wage strike today.

The union claims serious intimidation of workers by management, a claim denied by the mining houses.

The union says 23 000 mineworkers are involved in a strike at six mines.

While managements acknowledge problems on at least six mines, they do not support the union's estimates of the number of strikers.

GENCOR HARD HIT

Gencor has been hard hit at some of its mines.

At least five are affected by the strike including Blinkpan, Matla, and Transvaal Navigation collieries in the Eastern Transvaal, as well as its Marievale gold mine near Nigel and Beatrix gold mine near Welkom.

There have also been reports of trouble at Gencor's Stilfontein mine where NUM officials are holding a meeting with management.

Gold Fields reported that about 740 people of a normal shift of 3 500 arrived for work this morning at Deelkraal gold mine in the Western Transvaal.

Police arrested two people for alleged intimidation and used teargas early today.

At Gold Fields' Kloof gold mine near Carletonville police said they dispersed a group of miners with quirts yesterday and arrested 23 on allegations of intimidation.

Six miners were injured during fighting at a Kloof hostel.

At Anglovaal's Hartebeestfontein mine the union claims a man was shot by police using rubber bullets when they tried to force people to go to work. He is said to be in hospital.

The union said police used teargas, sjamboks and rubber bullets at the No 5 and No 2 shafts early this morning. The Anglovaal spokesman said he could not confirm these allegations.

The general secretary of the NUM, Mr Cyril Ramaphosa, alleged extreme intimidation by managements, saying that officials were patrolling mines in Casspirs. Intimidation was particularly rife at Gold Fields, he said.

A Gold Fields spokesman denied the allegations.

Union officials also accused management of cutting telephone links to prevent communication with the union's head office.

5 mines hit by strike action

DISPATCH

Dispatch Bureau

JOHANNESBURG — Five mines run by Gencor were hit by strike action last night, but amid tight security, the National Union of Mineworkers' proposed strike at Anglovaal and Gold Fields did not materialise

Clashes between workers and mine police left seven workers injured at Gencor's Beatrix gold mine in the Free State and at Gold Fields' Kloof mine near Carletonville

The night staff at three Gencor collieries — Transvaal Navigation Collieries, Koornfontein and Blinkpan — did not work last night and two gold mines — Beatrix and Marievale — were also hit by the strike

At a third Gencor gold mine, Stilfontein near Klerksdorp, members of the strike committee were arrested

At the four biggest mines where the proposed strike action was to take place — Gold Fields' East and West Driefontein, Kloof near Carletonville and Anglovaal's Hartbeesfontein near Klerksdorp — the night shift reported for duty

Management spokesmen said workers had proceeded to work as normal, but a NUM spokesman said workers had been told they would be fired if they went on strike and were intimidated the presence of mine police

Many of the compounds were sealed off by mine police and the NUM's incoming telephone line stopped working at 3 pm, cutting the union's contact with much of its membership

The NUM called the strike over the wage increases offered by the three mining houses after they settled with Anglo American and Rand Mines — who were offering higher increases — yesterday

213 B. Day
2/9/85

Workers out on four gold mines

FOUR Gencor mines have been hit by industrial action. Workers at three Goldfields' mines and Anglovaal's Hartesbeesfontein gold mine, however, began their night shifts as usual, according to management reports.

The National Union of Mineworkers (NUM) said it had had a communication blackout since yesterday afternoon in what the post office reportedly described as a "technical fault". The union alleged deliberate damage by some party because it was "all much of a coincidence".

A Gencor spokesman said the night shifts at its Beatrix and Marievale gold mines had failed to go underground last night but could not say how many workers this involved. And 70 workers, comprising the nightshift at Gencor's Blinkpan colliery in the Eastern Transvaal — where the NUM is not recognised — also failed to go to work last night.

Meanwhile, three shifts have failed to go underground at Gencor's Transvaal Navigation Colliery near Witbank since yesterday. The union said earlier that this represented about 500 workers, while management said the three shifts comprised only 80 workers.

About seven black miners were injured at Gencor's Beatrix gold mine yesterday afternoon when mine security used teargas and rubber bullets to disperse a gathering of about 1 000 workers.

CLAIRE PICKARD-CAMBRIDGE

The NUM said mine management at the mine, near Welkom, where the NUM is not recognised, had tear-gassed workers who were meeting peacefully at 1pm yesterday and told them they would be driven to work at gunpoint if they went on strike.

However, a Gencor spokesman yesterday denied categorically that workers had been forced to go to work at gunpoint. He said an "unruly crowd of about 1 000 workers had held a meeting on the Beatrix mine's premises and were dispersed by mine security using tear-gas after they failed to heed a request to break up the gathering".

A small group had remained and started stoning a security vehicle. Security personnel responded by firing rubber bullets and seven people were injured. They were hospitalised and some had been discharged, he added.

A Goldfields spokesman said 21 workers had been arrested yesterday afternoon after a group of about 300 workers picketed inside the compound at Kloof gold mine. He said the night shift had gone down as normal. Workers on Goldfield's East and West Driefontein mines had also gone to work, he said.

An Anglovaal spokesman said there had been no incidents on its Hartesbeesfontein gold mine.

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9 mineworkers injured, 21 held in strike clashes

JOHANNESBURG. — Nine mineworkers were reported injured and 21 arrested as 70 000 mineworkers went out on strike

But mine spokesmen reported normal operations despite the strike which started on Saturday

Seven mineworkers were injured at Gencor's Beatrix gold mine, near Virginia in the Free State, when mine security personnel fired teargas and rubber bullets at a small crowd of workers yesterday

Gencor is one of the three mining groups involved in a wage dispute with the National Union of Mineworkers but Beatrix was not scheduled to go on strike

21 arrested

The two other mineworkers were injured during "in-fighting at hostel grounds" at Gold Fields' Kloof gold mine, near Westonaria, a Gold Fields' spokesman said

The NUM said 40 000 mineworkers would strike from 8pm at Gold Fields'

Kloof, West Driefontein and East Driefontein mines

The Gold Fields spokesman said 21 workers were arrested for public disturbance after police were called in when about 300 workers gathered in Kloof hostel grounds

He said the night shift was proceeding normally, "although slightly slower than usual"

Pickets

There had been "some small-scale picketing" at No 4 shaft in West Driefontein but there was no evidence of a strike at East Driefontein, he said

About 500 mineworkers at Gencor's TNC colliery, near Witbank, began their strike a day early when they refused to go underground, a statement from the NUM said

Mine spokesmen for all three groups denied the NUM's allegation that "mine management were stepping up their military muscle against defenceless workers" and that mineworkers were warned they would be forced to go to work or be fired — Sapa

213 13. Dec 2/9/85

Strike-hit mines set to lose R11,8m a day

STRIKE action by members of the National Union of Mine workers on four of South Africa's gold mines will cost the affected mining houses a cool R11,8m a day

In total, five gold mines are affected by the labour dispute, but General Mining Union Corp gets off lightly as its Marievale mine, near Nigel in the Eastern Transvaal, produces only some 3kg of gold a day, compared with 100kg from GFSA's mighty West Driefontein

Gold Fields SA is particularly hard hit — apart from its large daily gold production it sells only to the spot market, with no forward selling of the metal or currency exchange deals

The three GFSA mines, Kloof, West and East Drie, produce a daily average of 273kg, which, at today's record breaking local price, means a loss of R9,2m

Anglovaal, like Gencor, has only one gold mine effected but it is by far the largest in the stable

Gold production at Hartbeestfontein is three times the total amount produced by Anglovaal's other gold mines, and the stoppage will cost the mining house R2,5m for every day of its continuance.

ROY BENNETTS

Timing of the strike action could not have been worse for shareholders

At present the mines are earning record-breaking revenues from gold sales, admittedly diluted in many cases by forward selling. But in the case of the GFSA mines the metal is sold at the almost unbelievable price of R33 490 a kilogram

At the beginning of the current year gold was up for grabs at R21 500 a kg

According to figures from the Chamber of Mines, a stoppage at the five effected mines in the three-month period to June would have cost the three mining houses about R7m a day, compared to the present R11,8m

GFSA would have still taken the brunt of the attack but at a cost of only R5,5m a day compared to the present R9,2m

Anglovaal would have been hit to the tune of R1,5m, and today, R2,5m

Gencor's Marievale mine is watching some R100 000 a day disappearing from the expected revenue column, while three months ago this would have been a loss of R700 000

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Conflict as strike affects 6 mines

WITH five Gencor mines and one Gold Fields mine out, the miners' strike spread to six mines yesterday, but controversy surrounded the number of workers involved.

Management say just over 14 000 workers have been on strike out of a work force of roughly 20 000 on the six mines, while the union claim substantially more miners are employed on the mines, and that 28 000 are out on strike.

Both parties confirm that the mines affected are Gencor's two gold mines Beatrix and Marievale, Gencor's Blnkpan, Matla and Transvaal Navigation collieries and Gold Fields' Deelkraal mine

However, strikes which were being called by the NUM at seven mines, did not materialise at Anglovaal's Hartebeesfontein mine and Gold Fields' Kloof, East Driefontein and West Driefontein mines yesterday. The NUM cites intimidation as a cause, while mining houses deny these charges, saying many workers had been prevented from going underground due to intimidation by fellow workers.

Mine management says unrest yesterday resulted in arrests of 23 workers and six injuries incurred in clashes with mine security personnel at Kloof and the arrest of two NUM officials on charges of intimidation at Deelkraal.

However the union says 83 shaft stewards and strike committee members have been arrested at Kloof, Beatrix, Stilfontein and Deelkraal and hundreds of workers have been injured by rubber bul-

lets, sjambokking and teargas at many mines

Gencor and Gold Fields put the total number injured at 13 in clashes with mine security personnel. They strongly deny NUM charges that some workers had received live bullet injuries and that workers at Hartebeesfontein, Kloof and West Driefontein had been forced to go to work at gunpoint.

The NUM also said dismissals had begun at Hartebeesfontein, Deelkraal, Matla and Beatrix. This was denied by managements last night

Unrest also occurred at Gencor's St Helena gold mine in the Free State last night when about 400 workers reportedly blocked off the hostel exit in an attempt to prevent other workers going on shift. Mine security used tear smoke to disperse the crowd and the majority of the workers were reported to have gone to work.

The NUM said yesterday intimidation by mine managements had reached "alarming proportions" at affected mines. "Apart from having police presence on the mine premises, individual workers have been summoned by mine management and interrogated about the strike," the union said.

Spokesman from the affected mining houses said the vast majority of their workers had indicated that they wished to continue their normal duties.

CLAIRES PICKARD-CAMBRIDGE

NUM strike: four mines ²¹³ still affected

At least four mines belonging to the Gencor and Gold Fields' groups were still affected today by the wage strike called by the National Union of Mineworkers. 3/9/85

And one mine's management confirmed it was dismissing strikers.

The mines where strikes were in progress were Gencor's coal mine TNC, the Blinkpan and Koornfontein coal plant and the Marievale gold mine. Gencor said the strike was over at the Beatrix gold mine and Matla colliery.

NUM said buses were waiting to take dismissed workers home from the strike-hit Gold Fields' Deelkraal gold mine. It said workers were being evicted from hostels and that the union planned to bring an urgent application to the Rand Supreme Court to stop the evictions.

A Gold Fields' spokesman said workers who had failed to report for two consecutive shifts since Sunday were being fired.

Workers were warned in advance that if they failed to show up for two consecutive shifts they would be dismissed, he said.

At least 35 people have been arrested and 14 injured in trouble at 10 mines since the strike began at the weekend.

Union claims and mining house media reports have conflicted strongly on issues relating to the strike.

The NUM said yesterday a total of 28 000 miners were on strike and that today about 14 000 were still on strike. Mine management's gave the number on strike yesterday as 14 000.

Union organisers in the Witbank area said management was "starving out strikers" at the Blinkpan and Koornfontein coal plant.

"Since yesterday strikers have not been given food and they have been prevented from going out to get food. Water supplies to

● To Page 3, Col 1

Union and mine management conflict strongly

● From Page 1

the Koornfontein hostel were stopped today," a union organiser said.

He said three miners who had gone to a mine kitchen to get meat had been arrested.

"Workers have been told that they will be dismissed for striking. A house-to-house search is in progress and strikers are being rounded up,

213

taken to one room and told they will be discharged," he said.

Gencor has denied cutting off strikers' food and water supplies and has not officially confirmed the dismissals.

Anglovaal dismissed as untrue NUM claims that

HHS

at Hartbeestfontein yesterday a man was shot by police using rubber bullets when they entered the mine kitchen at the No 4 shaft and forced people to go to work.

Anglovaal said the man, Mr Andu Mtwa, had one leg grazed by a rubber bullet when a security guard accidentally discharged his gun. The man was treated at a first aid station and went back to work.

Anglovaal also said there was no truth in union reports of police using teargas, rubber bul-

3/9/85

lets and sjamboks at the No 5 and No 2 shafts yesterday.

The union claimed that intimidation by mine management "had reached alarming proportions." The management denied intimidating workers.

STMR

The NUM also said that workers at Kloof, Hartbeestfontein and Gold Fields' West Driefontein were forced into working areas, without working clothes, at gunpoint. That has been strongly denied by the mining houses.

"Hundreds of workers were injured by rubber bullets, sjamboking and teargas. In some cases live bullet injuries have been reported. Confirmed reports are that 13 workers have been seriously injured," the NUM said. The management said

there had been a police presence on some mines, adding there was no truth in the union's accusations of brutality. Some workers had been intimidating others to get support for the strike, they said.

The Star's reporters in the western Transvaal, Mike Siluma, and Chris More, report that management appeared to have declared "a minimum state of emergency on the mines", refusing to allow the media on-the-spot coverage of the strike.

Affected mines were sealed off by roadblocks on mine roads and security patrols had been stepped up. Miners said management was doing everything to suppress the strike. They claimed miners were being coerced into going to work and that management was withholding the truth about what was happening on the mines.

ber 3 1985

Mine strikers warned of dismissal

DISPATCH

03/09/85

Dispatch Bureau
JOHANNESBURG — About 20 000 workers on strike at six of the country's gold and coal mines in support of wage increases have been warned they face dismissal

Spokesmen for Gencor, which runs five of the mines, and Gold Fields said they had warned workers that if they continued their strike they would be in

breach of their contract and were liable to be fired

The National Union of Mineworkers (NUM) is recognised at three of the striking mines — three of which are gold mines and three collieries

The striking mines are Gencor's Marievale and Beatrix gold mines, Matla, Transvaal Navigation Colliery and Blinkpan coal mines, and Gold

Fields' Deelkraal gold mine

According to management figures, the total number on strike are 15 000, while the union said last night that according to their estimates 28 000 were out on strike

By late yesterday several workers had been fired, a number injured by rubber bullets and sjambokking and the NUM said 83 shaft

stewards and strike committee members had been arrested

With claims of intimidation from both sides, incidents of unrest and industrial action were reported from a total of seven Gencor mines, three Gold Fields mines and an Anglovaal mine

At Gencor's Unisell gold mine, the union said one worker had been fired for wearing a

strike T-shirt, but a company spokesman said the worker had been fired for handing out pamphlets backing the strike

Meanwhile, a United Democratic Front spokesman said last night they were preparing for solidarity action, both material and political, "should the mine bosses continue on their present violent course or dismiss workers"

OLD TOWN

SALES

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• JOHANNESBURG
123 Jeppe Street
(off Simmonds St)
• PRETORIA
285 Bloed Street
(off Van der Walt St)

MONEY BAG
GUARANTEE

Police ^{Sowetan} move in on miners

SEVERAL black miners were injured, more than 30 arrested when police used tear-smoke and rubber bullets to disperse thousands of workers who went on a legal strike called by the National Union of Mineworkers (NUM) in the country yesterday.

South Africa's biggest black union — NUM — has estimated the number of workers on strike at over 43 000, but this figure has not been confirmed by mine managements

There has also been reports of intimidation and miners at Gold Fields Kloof goldmine in Westonara told The

SOWETAN yesterday that they were forced to go underground by mine security guards

So far workers at five Gencor mines have gone on strike

Meanwhile the United Democratic Front has warned that it would call for strong solidarity action by its affiliates if mine managements continued to "violently suppress" the strikers

A spokesman for Anglo Vaal, one of the three mining houses involved in the dispute with mineworkers at seven mines, termed the scheduled stay-away by 70 000 workers as "non-strike"

3/9/85

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sparks metals rise 213

ZURICH—The start of a gold miners' strike in South Africa and the South African debt moratorium drove gold and platinum higher here in nervous and thin trading.

Dealers said the rises had been expected in light of Sunday's developments

But turnover was modest, and to the surprise of some dealers, most investors remained on the sidelines, especially in gold, leaving trading dominated by professional operators

Gains 3/9/85
Gold opened at \$335.25/75 an ounce, up \$1.45 from Friday's close despite the dollar's strong gains. Platinum was \$4 higher at \$337/339 an ounce.

A dealer for one of Switzerland's largest banks said 'The strong rise' in platinum shows what the market is really concerned about - South Africa'

More than 70 percent of the western world's platinum supply comes from South Africa, and the metal, with its wider industrial uses than gold, is even more sensitive to any threats of disruption.

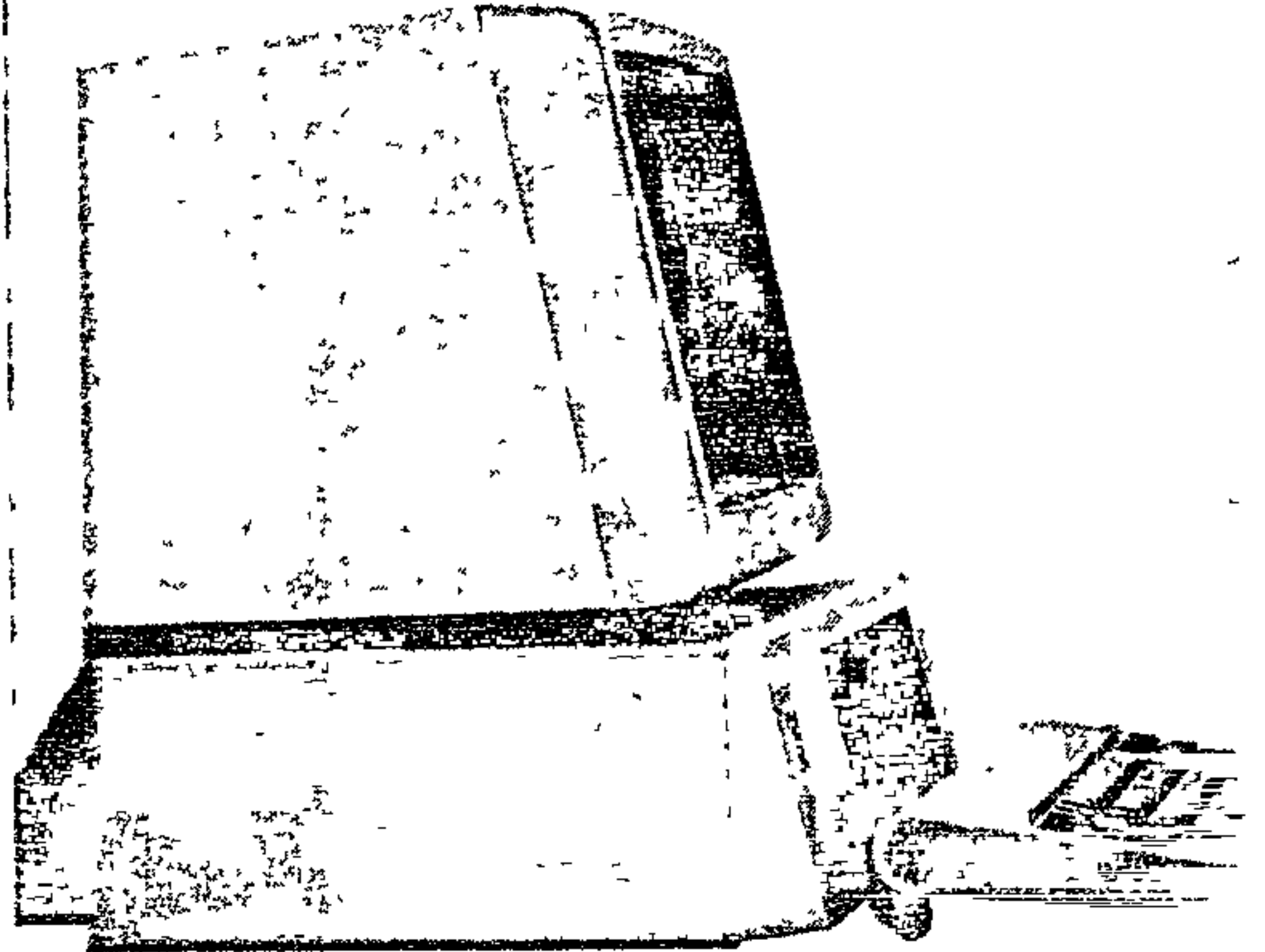
While the gold and coal strike, which began on Sunday, was only modest in scope, dealers said the market feared the social unrest in the country could make it potentially more damaging than the numbers off the job would suggest.

Expected

The debt moratorium had been widely expected against the backdrop of last week's suspension of trading in South African financial markets and the sudden trip of the Reserve Bank governor Gerhard de Kock to Europe and the United States.

But it reinforced sentiment that a solution to the immediate financial difficulties of the country may prove difficult to achieve, giving further support to precious metal prices, dealers said.

Palladium was barely changed at \$106/107 an ounce, 25 cents under Friday's close. The Soviet Union is the biggest supplier of palladium, with South Africa a distant



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ARGUS 3/9/85 (213)

32 held, 14 hurt in mine clashes over NUM strike

Argus Correspondent

JOHANNESBURG — At least 32 people have been arrested and 14 injured in trouble at 10 mines since the wage strike called by the National Union of Mineworkers began at the weekend

Workers at Gencor's coal mine TNC, coal plants Blinkpan and Koorfontein, Marievale gold mine and Gold Fields' Deelkraal gold mine are still on strike

Gencor reports that the strike is over at the Beatrix gold mine and Matla colliery

Mines experiencing strike-related trouble include Gencor's St Helena gold mine, Gold Fields' Kloof and Stilfontein gold mines and Anglovaal's Hartebeestfontein gold mine

HELICOPTER

The NUM claims 28 000 miners are on strike. Mine managements estimate the number at no more than 14 000

Originally the union planned to involve 60 000 miners in a strike at seven mines. The union says attempted strike action was crushed by the police at West Driefontein, East Driefontein, Kloof, Hartebeestfontein, Stilfontein and St Helena

Management argues that the work-stoppage did not have support and one mining house, Anglovaal, has referred to the strike as a "non-strike"

The general secretary of the NUM, Mr Cyril Ramaphosa, took a helicopter tour over some of the strike-bound mines yesterday when trouble with telephones cut the union's headquarters off from its strike committees

He said that in view of the heavy police presence on mine premises and considering the amount of intimidation measures against union members, he considered the strike "a complete success"

The union said it had received reports that 83 shaft stewards and strike committee members were arrested at Kloof, Beatrix, Stilfontein and Deelkraal. Management does not confirm these arrests

The union claimed intimidation by mine management "has reached alarming proportions". Management denies intimidating workers

NUM reports that workers at Kloof, Hartebeestfontein and Gold Fields' West Driefontein were forced into working areas, without working clothes at gunpoint. This has been strongly denied by the mining houses

Miners'

2/9/85
union

Mercury
claims

(213)
28 000

~~43~~
on strike

JOHANNESBURG—The National Union of Mineworkers last night claimed that 28 000 workers had gone on strike in six mines, some mining gold and others coal, against a background of intimidation, arrest and injury, but spokesmen for at least three mines categorically denied this.

The union said workers had gone on strike at TNC, Matla, Marievale, Beatrix, Blinkpan, and Deelkraal.

Intimidation by mine management has reached alarming proportions at affected mines. Incidents of intimidation have been reported at Deelkraal, Beatrix, Hartebeestfontein, Stilfontein, Kloof, West Driefontein, Unisel, Matla, Marievale.

'Apart from having police presence on the mine premises, individual workers have been summoned by mine management and interrogated about the strike,' said an NUM spokesman.

'13 injured'

But spokesmen at these mines denied the claims.

'They all confirmed a police presence and Deelkraal's spokesman, Mr Attie Roets, said there had been two arrests at the mine yesterday morning.

The NUM said 'We have received reports that 83 shaft stewards and strike committee members have been arrested at Kloof, Beatrix, Stilfontein and Deelkraal.

'Confirmed reports are that 13 workers have been seriously injured.'

A claim by the union that mine managements at Hartebeesfontein, Deelkraal, Matla, and Beatrix had started dismissing workers could not be confirmed last night. — (Sapa)

Miners paid off

A NUMBER of workers at the Deelkraal gold mine had been paid off, Gold Fields management said last night. 213

It said in a statement that so far, none of the workers had collected their pay and discharge papers but that the mine was processing 5 000 terminations of contract as "a consequence of failure to report for work."

The mine said the National Union of Mineworkers had applied for a court interdict restraining the mine from dismissing and "electing" workers.

• The national executive committee of the National Union of Mineworkers' Union decided yesterday afternoon to suspend the strike that started on Sunday, and will be urging all its members on strike to return to work pending the results of an urgent application to the Industrial Court. NUM said in a statement last night.

4/9/85 Sept

NUM seeks order to halt alleged evictions

By Sheryl Raine and Mike Siluma

The National Union of Mineworkers (NUM) is to ask for an urgent Rand Supreme Court order today to stop Gencor from evicting workers from its Marievale gold mine which was affected by this week's wage strike.

NUM general secretary Mr Cyril Ramaphosa alleged that Gencor was evicting workers contrary to an agreement with the union that workers who had been on strike would not be evicted from their hostels.

"The union and the managements of Gencor and Gold Fields mines met in court yesterday afternoon just before the union was about to make its urgent application to stop the dismissals and the evictions," said the NUM

Gencor and Gold Fields managements gave an undertaking that workers who had been on strike would not be evicted from their hostels, the union said

But the mines had refused to guarantee that workers would continue to enjoy the usual amenities, such as food, in the hostels

Gencor has denied it had an agreement with the NUM not to evict or dismiss workers.

"At Marievale, management is continuing the process of interviewing employees who did not work between September 1 and 3 Last night, following similar interviews, 128 employees were dismissed and left the mine voluntarily. It is expected that the services of 800 employees will be terminated today," said Gencor

"It is not Gencor's policy physically to force workers to return to work or to force dismissed employees to leave mine hostels and reports in this regard are unfounded"

THOUSANDS STREAM BACK

Thousands of black miners streamed back to work today following a decision by the NUM to suspend its wage strike at Gold Fields and Gencor mines pending the outcome of an urgent application to the Industrial Court in Pretoria for a ruling on the protection of workers who participated in a legal strike. The registrar of the Industrial Court said the case would probably be heard towards the end of this month

During the strike, which began on Sunday, at least 70 people were arrested and 37 injured. The union reported the death of Mr Joseph Lekwadi at Gold Fields Deelkraal mine in the Western Transvaal yesterday when he was allegedly run down by a police van. This has not been confirmed by the police.

After the suspension of the strike, Gold Fields said it would not proceed with dismissals at Deelkraal.

"About 90 percent of the workforce is back at work today and the only step being taken against those who went on strike is the loss of two days' pay," a Gold Fields spokesman said

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Miners suspend strike

CAR TINF
4/9/87
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From PHILLIP VAN NIEKERK

JOHANNESBURG — Gold Fields yesterday fired 5 000 miners at its Deelkraal mine near Carletonville for failing to heed an ultimatum to return to work as the National Union of Mineworkers (NUM) suspended its strike which began on Sunday.

A further 1 200 workers at Gencor's Marievale gold mine near Springs, who also ignored the ultimatum to return to work yesterday, were being interviewed with a view to dismissal.

The NUM said they were suspending the strike pending the results of an urgent application to the Industrial Court to stop the dismissals and evictions at Deelkraal and other mines.

Incidents of conflict between miners and police continued yesterday as the rest of the NUM's strike over wages collapsed in the face of the dismissal threats.

Clashes

Deelkraal workers claimed that one miner died after being run over by a police vehicle, 15 were injured and five arrested during clashes with police at the mine yesterday.

They said the injuries had been inflicted by rubber bullets, sjamboks and police dogs.

A Gold Fields spokesman could not confirm this, but said five workers had been injured and a worker had bumped his knee on a vehicle during a "set-to" between mine security and miners yesterday morning.

Opposing

Gold Fields, who are opposing the NUM's application, said no workers had yet taken their pay and discharge, but that the mine was processing 5 000 terminations of contract as a consequence of failure to report for work.

"Members of mine security and police (totaling between 80 and 100) are guarding a section of the hostel which has been reserved for workers (estimated at 1 400) wanting to continue working on the mine."

At Marievale, Gencor said they were interviewing the striking workers and would decide what to do with them today.

Returned

At two other Gencor mines where there was strike action yesterday — Transvaal Navigation Collieries and Blinkpan in the Eastern Transvaal — workers returned later yesterday after being told they would be fired.

At Beatrix gold mine and Matla colliery, Gencor said there was no industrial action yesterday but the NUM said

Mines — 14 000 out, NUM — 43 000 out

Claims and denials turn mine strike into a war of words

STAR

By Sheryl Raine

4/9/85

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The silence of the strike-bound Gold Fields' Deelkraal gold mine was broken yesterday by the sound of police patrolling in a Casspir accompanied by colleagues in a riot bus.

The dismissal of strikers started at Deelkraal before the suspension of the strike by the National Union of Mine-workers (NUM) pending the outcome of an urgent application to the Industrial Court in Pretoria.

The strike, before it was suspended, affected 10 mine properties either in the form of work stoppages or strike-related trouble

Work stoppages occurred at:

- Colheries, Matla, TNC, Koornfontein, Blinkpan (Gencor).
- Gold mines Beatrix and Marievale (Gencor), Deelkraal (Gold Fields)

TROUBLE

Strike-related trouble was reported at

- Gold mines Stilfontein (Gencor), Kloof (Gold Fields), Hartebeestfontein (Anglovaal).

The NUM originally planned to strike at seven gold and coal mines where a wage dispute had ended in deadlock. The mines were Anglovaal's Hartebeestfontein, Gencor's TNC, Matla, and Marievale and Gold Fields' Kloof, East Driefontein and West Driefontein

Apart from the arrests and injuries reported to date, the most outstanding feature of the strike has been the war of words between the union and management. The discrepancies between what the two have said have been so great that the first casualty of this strike could well have been the truth

Estimates of how many miners were involved

in the strike ranged from management figures of approximately 14 000 to an estimate by a union official of 43 000

Conflicting reports were common.

A union organiser who phoned *The Star* from Witbank yesterday to report on the situation at Gencor's Blinkpan mine and Koornfontein coal plant said that management was "starving out strikers".

The organiser said "Since Monday, strikers have not been given food and they have been prevented from going out to get their own food. Water supplies at the Koornfontein hostel have been stopped"

Gencor had its own version: "Normal catering operations have been interrupted because of the strike and because kitchen staff were prevented from going to work by strikers. Despite numerous requests by management to release kitchen staff the strikers refused to do so and, instead, management delivered bread to the hostels.

"We did not cut off water supplies. At Koornfontein a boiler attendant was prevented from going to work and no hot water was available at the hostels but drinking water was available"

At Anglovaal's Hartebeestfontein mine the union claimed a man was shot by police using rubber bullets when they tried to force people to go to work. The man, Mr Andu Mtwa, was admitted to the Duff Scott Memorial Hospital, the union said

The superintendent of the hospital said no man by that name had been admitted

Anglovaal said Mr Mtwa had a leg "grazed by a rubber bullet when a security guard accidentally discharged his gun. The injured man was treated at a first aid station and was back at work the same day" No workers had been forced to work.

The only independent information reporters have been able to gather on the mine strike has been obtained from helicopters flying over strike-bound mines

Strike suspended as 5 000 fired

JOHANNESBURG — Gold Fields yesterday fired 5 000 miners at its Deelkraal mine near Carletonville for failing to heed an ultimatum to return to work as the National Union of Mine-workers (NUM) suspended its strike which began on Sunday.

A further 1 200 workers at Gencor's Marievale goldmine near Springs who also ignored the ultimatum to return to work yesterday were being interviewed with a view to dismissal.

The NUM said they were suspending the strike pending the results of an urgent application to the industrial court to stop the dismissals and evictions at Deelkraal and other mines.

The case could set an important precedent on the right of miners to go on legal strike without being dismissed.

Incidents of conflict between miners and police continued to be reported yesterday as the rest of the NUM's strike over wages collapsed in the face of the dismissal threats.

Deelkraal workers interviewed claimed that one miner had died after being run over by a police vehicle, 15 were injured and five arrested during clashes with police at the mine yesterday.

The workers said the injuries had been sustained by rubber bullets, sjamboks and police dogs.

A Gold Fields spokesman could not confirm this, but said that five workers had been injured and a worker had bumped his knee on a vehicle during a "set-to" between mine security and miners yesterday morning.

DISPATCH
Gold Fields, who are opposing the NUM's application, said in a statement that nobody had been sent off by late yesterday.

04/09/85
The statement said no workers had yet taken their pay and discharge, but that the mine was processing 5 000 terminations of contract as a consequence of failure to report for work.

"Members of mine security and police (totalling between 80 and 100) are guarding a section of the hostel which has been reserved for workers (estimated at 1 400) wanting to continue working on the mine."

At two other Gencor mines where there was strike action yesterday — Transvaal Navigation Collieries and Blinkpan in the Eastern Transvaal — workers returned later yesterday after being told they would be fired.

At Beatrix gold mine and Matla colliery, Gencor said there was no industrial action yesterday, but the NUM said workers had been forced to go underground by police with dogs and sjamboks.

The Gencor spokesman said the return of the striking miners confirmed that the majority of workers were anxious to work.

Mine strike off as fight goes to court

(213) B-Day (M) 4/9/85

THE National Union of Mineworkers (NUM) yesterday suspended a strike affecting one Gold Fields and several Gencor mines

The union will urge all its striking members to return to work pending results of an urgent application to the Industrial Court, an NUM statement said

The union said the step was taken to protect workers before management could execute "threatened dismissals and unlawful evictions from mine hostels".

It said an undertaking from mine management that workers would not be evicted from hostels was filed in court yesterday, but said the mines had refused to guarantee that workers would continue "to enjoy the usual amenities in the hostel such as food"

The NUM would approach the court for relief should food be refused, it said

It said this application would be a test case and could have far-reaching implications for the protection of strikers.

Legal spokesmen for the companies could not be reached late last night.

Meanwhile, workers at four of Gencor's five strike-hit mines have returned to work; but Gold Fields and Gencor had begun terminating employment con-

CLAIRE PICKARD-CAMBRIDGE

tracts at their respective Deelkraal and Beatrix mines yesterday.

A Gold Fields spokesman said management at the Deelkraal mine had begun processing 5 000 terminations of contracts as a consequence of failure to report to work. Miners had not yet been paid off.

The NUM said earlier its executive would be meeting soon to "consider sympathy strikes" if dismissals went ahead.

Gencor reported that 87 workers at its Beatrix gold mine had "elected to leave by themselves" yesterday.

Workers at Gencor's Matla, Blinkpan and Transvaal Navigation Collieries returned to work yesterday and on Monday night, while those at Gencor's Beatrix gold mine streamed back yesterday.

The NUM said about 100 workers had been "isolated" from the rest on Anglovaal's Hartebeesfontein gold mine and that 80 workers had been arrested.

An Anglovaal spokesman rejected this, but said 15 men had been dismissed yesterday for striking at Hartebeesfontein

"On Monday absenteeism appeared normal, but after checking on the absentees we found 15 who said they were on strike. We gave them 24 hours after which they were dismissed," he said

NUM seeks court order on eviction

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Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers is to ask for an urgent Rand Supreme Court order today to stop Gencor from evicting workers from its Marievale gold mine

The NUM general secretary, Mr Cyril Ramaphosa, said Gencor's action was contrary to an agreement with the union that workers who had been on strike would not be evicted from their hostels

He could not say how many workers had been evicted from the mine

APPLICATION

A Gencor spokesman said 128 Marievale workers left the mine voluntarily last night

Thousands of black miners streamed back to work today following a decision by the NUM to suspend its wage strike at Gold Fields and Gencor mines pending the outcome of an urgent application to the Industrial Court in Pretoria

During the strike, which began on Sunday, at least 70 people were arrested and 16 injured

COURT BATTLE FOR NUM

SPINETON 5/9/85

SOUTH Africa's biggest black trade union — the National Union of Mineworkers — has brought an urgent application to the Pretoria Industrial Court to protect thousands of workers from threatened dismissal and unlawful eviction from mine hostels.

The registrar of the Industrial Court yesterday said the case would probably be heard towards the end of the month.

The union said it brought the application to protect the workers from threatened dismissals which it said were about to be executed by managements at some of the mines.

Meanwhile thousands of black miners streamed back to work yesterday after NUM suspended its wage

By **JOSHUA RABOROKO**

strike at Gold Fields and Gencor mines pending the outcome of the court hearing

During the strike, which started on Sunday, at least 70 people were arrested and 16 injured

The union has also claimed that a Mr Joseph Ledwaba was killed by a police van at

Gold Fields' Deelkraal mine in Western Transvaal;

Gold Fields has confirmed that it had begun to dismiss miners from its Deelkraal mine yesterday

Following the suspension of the strike, Gold Fields said it would not proceed with dismissals at Deelkraal. About 90 percent of the workforce is back at work

300 strikers from Gencor mine sent home

At least 300 of the 738 miners fired by Gencor for striking at the Marievale gold mine near Nigel have been sent home. The mine has a black workforce of 158.

An interim Supreme Court interdict yesterday restrained the mine from evicting members of the National Union of Mine-workers (NUM) from its premises but this ruling will not protect workers from dismissal.

Gencor says it has not unlawfully evicted workers and does not intend to do so. According to Gencor the mine will continue to dismiss workers who had failed to return to work by Tuesday.

Recruitment of replacements has begun. Marievale is one of seven mines which recognises the NUM and at which the union originally planned to strike.

The mine was tense

but quiet yesterday as miners who said they had participated in a "peaceful sit-in strike", collected their pay and prepared to return home.

Mine security officers maintained a high profile and prevented newsmen from entering the mine

area. There were no signs of violence or of police presence.

At Deelkraal, the Gold Fields mine in the Western Transvaal, Mr Joseph Lekwadi, reported by the NUM to have been killed when knocked down by a police van, had only been

superficially injured and was in a satisfactory condition, according to Gold Fields.

Gencor has denied a union claim that two miners had been killed at Stilfontein mine on Tuesday.

● See Page 6.

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STAR

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Gencor dismisses 738 miners

Argus Correspondent

JOHANNESBURG — At least 300 miners fired for striking by Gencor at the Marievale gold mine near Nigel have been sent home and the mine has so far dismissed 738 miners out of a total black workforce of 1 158

An interim Supreme Court interdict yesterday restrained the mine from evicting members of the National Union of Mineworkers (NUM) from its premises but this ruling will not protect workers from dismissal

Recruitment of replacements has begun

Marievale was one of seven mines which recognises the NUM and at which the union originally planned to strike

The miners were mostly from Lesotho and Transkei

Mine security officers maintained a high profile and prevented newsmen from entering the mine area. There were no signs of violence or of police presence

One of the fired miners, stope worker Mr Moses Matsepe, 21, preparing to return to Lesotho, said the work prospects for most of the miners was bleak

"Mine officials have marked miners' reference books with their No 3 stamp, which indicates dismissal for unsatisfactory service," he said "With that stamp in our books we have a difficult time finding another job"

He said all but about 50 of the black employees at Marievale had participated in the strike and had been fired

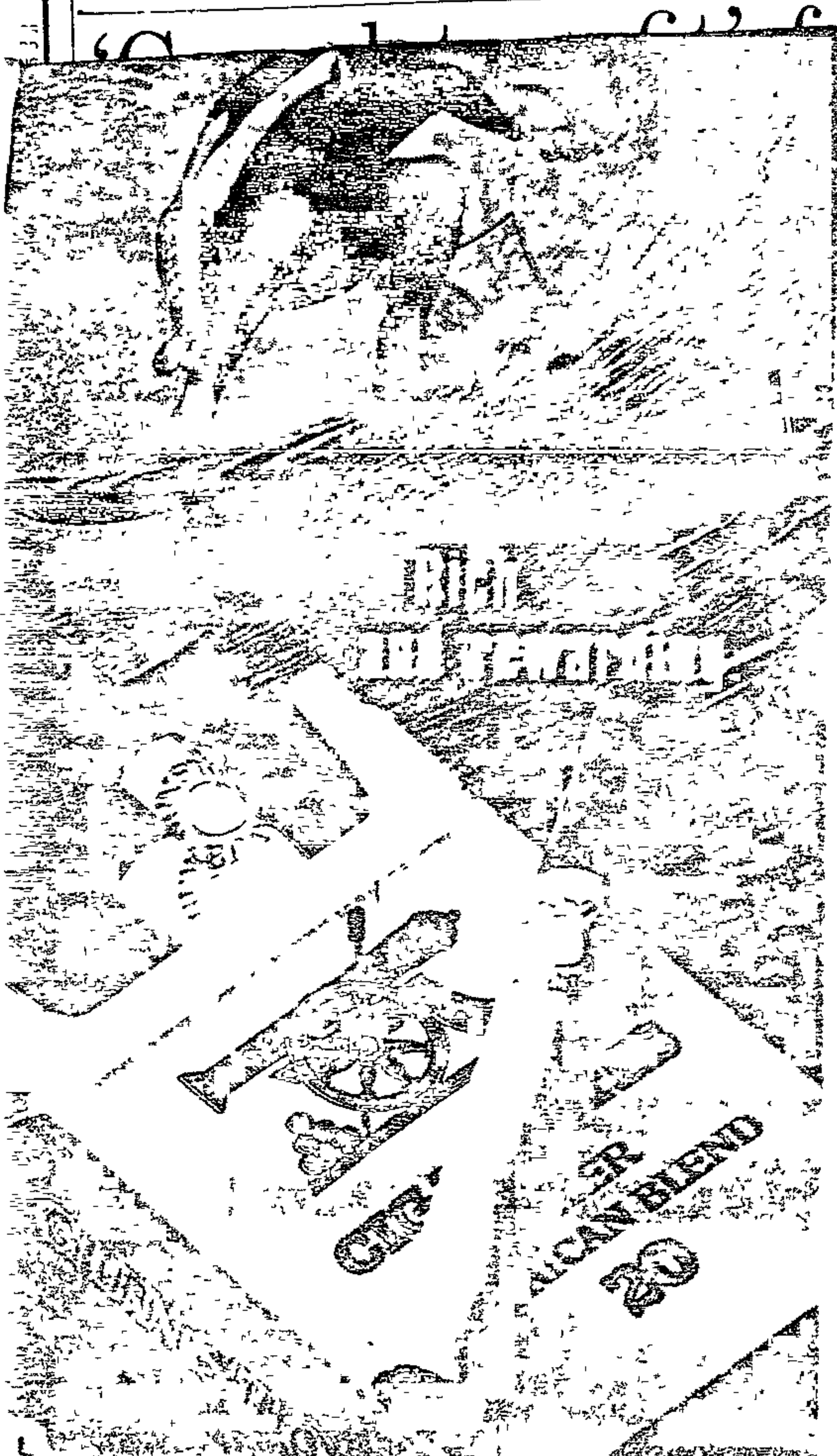
At Gencor's Matla colliery 24 strikers have been dismissed of which 23 have left the mine voluntarily. One miner has refused to leave and is being accommodated in the mines hos-

tel. A further 31 strikers will be interviewed by Gencor and their dismissal decided

All other mines which participated in the strike were back to normal by yesterday

At Gold Fields Deelkraal mine in the western Transvaal Mr Joseph Lekwadi reported by the NUM to have been killed when knocked down by a police van is, according to Gold Fields, in a satisfactory condition

"He sustained superficial injuries when he ran into a police vehicle"



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 Assorted colours
 in sizes 10-18. (87-107 cm)

Mine interdicted from evicting workers illegally

STAR
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SAA may re-route 2 Rome flights

Transport Reporter

South African Airways considering re-routing two Italian-bound flights next week to avoid boycott action by ground staff at Rome's Leonardo da Vinci Airport

The boycott against SAA is part of a well-long series of actions planned by Italy's leading trade union federation bring pressure on the Italian Government to adopt sanctions against South Africa

The CGIL-CSIL-UIL federation, which claims a membership of eight million workers, also plans to boycott any flights flying South Africa, set up pickets outside the South African Embassy and consulate offices and stage work stoppages in factories and offices

INFORMATION

An SAA spokesman today said the airline had no "concrete" information on the extent of the proposed boycott

"One of the possibilities we are considering is re-routing the two flights to Athens, for example, and arranging connecting flights to Rome on other carriers," he said

The two flights that will be affected are SA 262 which departs at 8 pm on Saturday and SA 264 which leaves Johannesburg Smuts Airport at 7.35 pm on Monday

Marievale Consolidated Mines Ltd, a member of the Gencor group, was yesterday interdicted by a Rand Supreme Court judge from unlawfully evicting members of the National Union of Mineworkers from accommodation on the mine

An urgent application to stop NUM members from being unlawfully evicted from mine premises was brought by the union

TAKEN AWAY

Members of the NUM on the mine were being compelled to leave and were being taken away by bus, it was submitted in papers

Mr Justice H C J Flemming, who heard the application in chambers, ruled that the order, made by consent, was to be a temporary measure pending the outcome of an action to be brought by Marievale Mines against members of the NUM for their eviction

In terms of the order it was also noted that Marievale Consolidated Mines denied it acted unlawfully

Attorney for the NUM, Mr Geoffrey Budlender, said he was told on Tuesday night Marievale mine

was evicting workers. Later that night, an assurance was given that this was not the case

"As a result the urgent application which had been threatened was not brought"

Earlier on Tuesday discussions took place between legal representatives of the NUM and Gencor at the Industrial Court in Pretoria in connection with certain mines. These discussions did not include Marievale mine

In papers Mr Budlender said yesterday morning he was again informed employees were being unlawfully evicted. He telephoned the attorney for the mine, who stated that according to his instructions workers were leaving voluntarily and were not being compelled to leave

Later yesterday morning Mr Budlender telexed the mine's attorney after he was told an organiser of the NUM had spoken to employees at the mine who were told to leave

The general secretary of the NUM, Mr Cyril Ramaphosa, and about 20 NUM committee members waited in the foyer of the Rand Supreme Court building for the outcome of the application



The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa (with a file under his arm), surrounded by members of the union outside the Rand Supreme Court yesterday

BUSINESS AND THE ANC

Building new bridges

Great secrecy surrounds the planned meeting between a group of top SA business representatives and the outlawed African National Congress (ANC) for discussions on SA's future

Although both sides are obviously treating the matter very delicately, the *FM* understands that *Leadership SA* publisher Hugh Murray is the organiser of the historic encounter that is to take place in the next week or two in Lusaka. The names mentioned in the business party are Anglo's Gavin Relly and Zach de Beer, Barlow's Mike Rosholt, Premier's Tony Bloom, Barclays's Chris Ball, Remgro's Anton Rupert and Tongaat's Chris Saunders

State President P W Botha is said to be fully aware of the planned indaba, at which ANC president Oliver Tambo will lead his delegation. The rendezvous could well lay the ground for a meeting between government and the ANC in the future

Bloom denies he is directly involved in setting up the talks, but reiterates that he favours the idea and called for such talks months ago. Barclays tells the *FM* it "denies that (it) was the initiative behind the proposed talks with the ANC and we have no knowledge of the talks, but obviously the matter is highly sensitive and we would not be prepared to comment further"

Anglo's involvement brings with it the corporation's experience in maintaining its interests in a society in transition and working out a *modus vivendi* with any new regime — Zambia is a case in point

Zambian president Kenneth Kaunda first suggested a meeting between SA businessmen and the ANC when they visited him about two months ago. Kaunda is said to have used his good offices to arrange the meeting

A well-placed corporate observer suggests that businessmen are attempting to serve a mediating role between Pretoria and the ANC — which is recognised as a significant player on the stage. Also, the political question is far too serious to be left to the two parties now involved in a "stand-off." Businessmen believe they have to be more active — if not as direct participants, then as mediators, says the observer. "We have moved a long way away from the old division between business and politics," he observes

From Lusaka, the ANC tells the *FM* that confidentiality about the details of the meeting must be respected at this stage. There is no agenda, maintains the ANC, but it says the question of SA and of its future will be discussed. "We are all concerned at what is happening in SA," said the ANC spokesman

Although the ANC and white SA capitalists might at first sight seem to be the least likely parties to come together, SA's premier liberation organisation has always indicated its willingness to meet SA groups. Since its last major policy conference in Kabwe back in June, however, direct contact with SA government officials has been ruled out unless certain pre-conditions are met. It is still open to private contacts, though

ARE THESE THE MEN?



Bloom

Ball



De Beer

Rosholt

Although there is no record of the ANC having met with SA businessmen before now, Tambo did meet — in New York in 1981 — representatives of American banking and industrial corporations with interests in SA. They included Bank of America, Citibank, Hanover, GM, Ford and General Electric. The meetings seem to have been part of an ANC campaign to make the organisation better known and understood in the US

The ANC is quick to stress in its public pronouncements that it is not an ostensibly socialist organisation, although it indeed has elements of socialism in its programme, observes Wits University's Tom Lodge. It has in the past, when reviewing the Freedom Charter (the ANC "blueprint") talked of nationalisation of certain key economic sectors. In 1969 it considered the "monopoly" mining, wine, sugar and banking industries

to be fair game, but that was long ago

Says Lodge "My feeling is that the ANC is not particularly committed or coherent about which sectors it would like to nationalise. They think mainly about controlling the 'command heights' of the economy." In any case, the kinds of sectors which the ANC could well aim for are already semi-nationalised, like fuel, steel and transport. The ANC spokesman in Lusaka says much the same thing to the *FM*. He suggested his organisation would favour a type of mixed economy and added that he is "not sure the ANC has ever said it rejects free enterprise" although a major worry is concentration of wealth among seven or so companies" ■

MINE LABOUR

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Strike collapses

With confusing claims and counter-claims emanating from the warring parties, the strike called by the National Union of Mineworkers (NUM) at Gencor, Gold Fields and Anglovaal mines was suspended late on Tuesday by the NUM executive

The NUM leadership urged miners to return to work pending the results of an urgent application to the Industrial Court. "This step was taken to protect workers from the threatened dismissals and unlawful evictions from mine hostels which were about to be executed by managements"

At the time of going to press, the union had set in motion plans to ask the Industrial Court to declare the dismissals being carried out by Gencor and Gold Fields an unfair labour practice

It was also preparing to apply for an urgent Supreme Court interdict against Anglovaal. There was no strike at Anglovaal's Hartebeestfontein mine and the union alleges that this is because workers were forced to work at gunpoint, a charge the company firmly denies

The NUM says that workers at Gold Fields' Kloof and West Driefontein mines — where the union is recognised and strike action was called for — were also forced to work at gunpoint. It adds that strikes were "crushed" by mine security and the SA Police at Gencor's Stilfontein, Unisel and St Helena mines and at Gold Fields' East Driefontein

A Gold Fields spokesman says that at Kloof and West Driefontein police were used to "disperse intimidators and picketers." But he denies that arms were used to force people to work. And a Gencor spokesman describes the union allegations against the group as

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unfounded

6/9/85
Strikes began on Sunday night at Gencor's Marievale and Beatrix gold mines and Matla, Blinkpan and Transvaal Navigation collieries. According to Gencor estimates, about 11 300 workers, the vast majority of the total black work force at those mines were involved. The only Gold Fields mine to experience strike action was Deelkraal, where more than 5 000 of the approximately 6 650 black miners participated.

The union disputes these figures, claiming that 28 000 miners participated in strike action.

The Gencor spokesman says that by Tuesday workers at Beatrix and Matla had returned to work. At Beatrix 87 "intimidators" were offered disciplinary hearings. They declined and were dismissed. NUM general secretary Cyril Ramaphosa says miners at Beatrix were shepherded back to work by dogs — a charge also denied by Gencor.

There are also conflicting claims about the number of arrests and injuries. The union estimates that "hundreds of workers have been injured by mine security and SA Police action, 13 seriously, and 83 have been arrested," while company spokesmen say 32 have been arrested and 14 injured.

Gold Fields has begun dismissing strikers at Deelkraal. "They were given fair notice before the strike that this may happen," says a spokesman. And Gencor mine management is "interviewing" people who have continued on strike for a second shift. The Gencor spokesman says that not all will necessarily be dismissed. "Different people have different reasons for participating," he says.

Labour observers will be watching the Industrial Court action with interest. The court has never clearly pronounced upon the rights of legally striking workers and this case could set an important precedent.

Ramaphosa says that if the Industrial Court action fails to prevent dismissals, the union will have to consider further options. Overseas pressure is a distinct possibility. The International Confederation of Free Trade Unions and the Mineworkers' International Federation are reportedly preparing a campaign in support of the NUM.

The union has already warned that workers in the groups not affected by strikes may take some form of solidarity action. He believes Anglo American, JCI and Rand Mines — whose 17%-22% wage offers have been accepted — have "persuasive powers" over the others. ■

THE NATIONAL PARTY

Verligte mutiny

The nationwide impatience with government's inertia in a time of crisis is not limited to businessmen or supporters of opposition parties — it is beginning to boil over inside the National Party (NP) itself. Indications are that the NP stands to lose a large part of

its verligte Afrikaner support if decisive action is not forthcoming.

The unhappiness in the party centres mainly on President P W Botha. One senior NP source tells the *FM* that many people in the party feel that Botha is in the same position John Vorster found himself in before retiring in disgrace. Another source says Botha feels that he has made his contribution by leading SA into a tri-cameral parliamentary system, and the next big step must come from his successor. But he cannot bring himself to resign.

Verligte MPs are also said to be unhappy with Botha's apparent unwillingness to unify his Cabinet and force rightwingers such as Transvaal NP leader F W de Klerk and Law and Order Minister Louis le Grange into line.

Several prominent Pretoria Nationalists are believed to be organising a pressure group in the party to lobby for bolder reform moves, while a group of influential Afrikaners in Johannesburg are preparing a declaration of intent to be signed by as many people as possible and then to be sent to the State President. Similar moves are afoot in Cape Town. And, in private discussions, some verligte Nat MPs make no secret of their unhappiness with the party leadership.

Equally significant is strong pressure for real reform now coming from Afrikaans theologians and church organisations, as well as from many prominent Afrikaans academics and student groups.

The strongest statement came from the Calvinist-orientated Reformatoriese Beweging van SA (Rebsa). The hesitant and conditional way in which government is prepared to share white privilege with other groups, Rebsa declared, is contributing to the wave of unrest. Where the normal democratic manner of protest, such as public meetings, is constantly being undermined, people resort to civil disobedience. When these people are treated unsympathetically, it convinces them that armed conflict is the only alternative.

Randburg NP MP Wynand Malan told a Rebsa conference in Bloemfontein that the gap between the ANC's philosophy of violence and government's precondition that they must renounce violence must urgently be narrowed so that dialogue can begin.

The 16 NGK ministers in Stellenbosch last week condemned apartheid in clear terms and in a "confession of guilt" admitted that the church had not always been critical enough of government's apartheid policies. Stellenbosch's move has been welcomed by many leading NGK theologians countrywide and it is expected that other congregations may soon follow their example.

Several prominent Afrikaner businessmen, among them Rembrandt's Anton Rupert, Wesco's Albert Wessels, Sanlam's Fred du Plessis, the Afrikaanse Handelsinstituut's Donald Masson and Federated Chamber of Industries' Johan van Zyl, have spoken out strongly in the last two weeks on the need for action to speed up reform. ■

PFP CONGRESS

Tightrope-walking

In opting to canvass electoral support in all three houses of Parliament, implicit in the resolution adopted at its annual congress in Durban, the PFP is playing a dangerous game.

It risks damaging its credibility among those opposed to the tricameral system. Moreover, it stands the chance of blowing its national convention alliance out of the water before the proposal is properly floated.

Essentially the PFP is caught in a cleft stick, it is committed to making use of parliamentary institutions (including the tricameral system) to bring about reform in SA. But it is going to have the devil's own job convincing extra-parliamentary forces bent on exposing their inadequacies that by participating in the other houses it is acting in their best interests.

It is axiomatic, of course, that if it fails in the battle to win the hearts and minds of the extra-parliamentary opposition groups on this issue, it stands little chance of drawing them into its much vaunted national convention alliance.

Not that the party is insensitive to the problems. Nowhere was its dilemma more evident than in the soul-searching debate that accompanied the participation issue at its congress.

A late amendment to the party's federal council resolution (a re-draft of the original) sought to make participation in the other houses contingent of there "being substantial support from the communities that would be served by them."

A vocal element on the congress floor

Continued on page 66

In its issue of August 23, the *FM* published the following sentence as part of a story headed "Swaziland Monarchy comeback": "Last month a lawyer, Peter Rutsch, acting for a claimant against Swazi Senator George Potgieter (a cohort of Mfanasibili and Msibi) in a dispute over R1,5m, was given 30 minutes to leave the country."

Senator Potgieter has informed the *FM* that at no time has he been involved in such a dispute and that Peter Rutsch has never acted against him. He adds that, far from being instrumental in Rutsch's expulsion, he has in fact campaigned against the action which was taken against him.

Senator Potgieter states further that although he is acquainted with Mfanasibili and Msibi, he is by no means a "cohort" of theirs.

The *FM* accepts Senator Potgieter's version of the facts and takes this first opportunity to apologise to him for any inconvenience the article may have caused.

Mines strike: industrial court ruling is eagerly

awaited

The National Union of Mine-workers' wage strike has come and gone with less violence than was feared

The union called off the strike on Tuesday and union claims of strikers being forced to return to work by security forces and management allegations of intimidation of workers wanting to go to work

Possibly the most important implication of the strike was the NUM's decision to challenge in an industrial court the right of employers to dismiss miners on a legal strike. The court's decision will be eagerly awaited by employers and unions alike because the position of legal strikers who are dismissed has been fuzzy for some time. South African labour law allows for a legal strike once all negotiations have failed but does not protect strikers from being fired. Under common law strikers — whether on a legal or

Independent labour group puts arrests at over 80

The Independent Labour Monitoring Group (ILMG) made up of a group of University of the Witwatersrand academics from the sociology department compiled the following statistics concerning this week's strike:

- Injuries — a minimum of 30. (*The Star* has records of 36 injured including 21 hospitalised at Stilfontein, six injured at Kloof, one at Hartebeestfontein and seven at Beatrix.)
- Arrests — at least 80. (*The Star* has records of 70 including 23 arrested for disturbing the peace at Kloof, three for allegedly attempting to take meat from a kitchen at Matla, nine at Deelkraal and 35 at Stilfontein).
- Dismissals — between 1 500 and 1 800 may have lost their jobs

illegal strike — are taken to be in breach of their employment contracts

The morality of firing workers on a legal strike is open to question. Unions argue that there is no incentive to go through the long process of negotiations and dispute procedures before striking if workers are to be dismissed anyway. Management argues that pro-

duction must proceed. Originally the NUM planned to strike at seven mines: Gencor's Matla and TNC collieries and the Marrevale gold mine, Anglovaal's Hartebeestfontein, and Gold Fields' East Driefontein, West Driefontein and Kloof.

The mines actually affected by work stoppages were Gencor's Matla, TNC, Binkpan and

but not all of these could be strictly regarded as dismissals. A large percentage of miners simply left their mines when trouble began and it is not certain whether these workers would get their jobs back on their return. At Deelkraal the group believed an estimated 700 miners left the mine after threats of redundancies from Gold Fields. (*The Star* is aware of more than 1 000 confirmed dismissals including 967 workers fired at Marrevale, 24 at Matla and 15 from Hartebeestfontein.)

● Strike numbers — up to 30 000 were involved in strike action at some time during the week. The number fell to about 10 000 by Tuesday when dismissals began.

Koornfontein collieries, Marrevale and Beatrix gold mines and Gold Fields' Deelkraal gold mine. Strike-related trouble occurred at Stilfontein gold mine (Gencor), Kloof and Hartebeestfontein.

While the strike may not have brought out as many workers as the union had expected, and there has been no indication from employers that they will

accede to the union's wage demands of a 22 percent increase, it did succeed in raising a number of issues.

For one, it showed broader grassroots support for the strike than many wanted to believe. Several of the mines where workers came out were not on the original NUM strike list. Another aspect of the strike was the relative discipline exer-

cised by the union over the strikers. While previous mine strikes have been characterised by attacks on mine properties, there were no reports of such acts this time.

Strike action was called off at mines owned by Anglo American and Rand Mines after they had made revised offers to the union. Some observers say the union's failure to take industrial action at Gencor, Goldfields and Anglovaal would have set a difficult precedent for the union — namely that companies which did not offer acceptable wage increases would still enjoy industrial peace. There would then be no incentive for any company to meet union demands.

The feeling is that the union had to show that it was not just a paper tiger when it came to dealing with companies whose offers were unacceptable — and the NUM might well have succeeded in doing this.

Miners seeking unfettered right to strike

THE National Union of Mineworkers has switched its wage battle to the Industrial Court and is challenging large-scale dismissals — the strongest weapon employers have in fighting strikes

The union's change of tactics this week averted a nationwide stoppage that could have involved 260 000 members

The union had threatened to respond to dismissals with widespread strikes

Whatever the Industrial Court's ruling, it will set a precedent. A favourable outcome for the miners would remove employers' right to fire strikers. A verdict in favour of employers would open the way for wildcat strikes without workers following procedure laid down in the Labour Relations Act

Inadequate

The legal battle has prompted labour analysts and academics to call for changes in the labour law. They say the law is inadequate

The union says it will go ahead with a strike after the court's verdict, which could be handed down in months or weeks

The union says "The

By Amrit Manga

strikes have not been called off — they have merely been suspended

NUM general secretary Cyril Ramaphosa said yesterday "If the court rules in our favour, we will be protected and can bring the employers to their knees. But if we don't win in court, we will fight on"

Unfair

The Industrial Court will have to determine whether the dismissals amount to an unfair labour practice or not

The closest it has come to ruling on the issue was in the Council of Mining Unions-Chamber of Mines case last year. It upheld a claim by the chamber that employers had a right to dismiss workers taking part in any strike — legal or illegal

However, the court said that there might be circumstances in which dismissal of a legal striker could be an unfair labour practice. One of the considerations could be the consequences and results of the strike

The presence or absence of bargaining in good faith during a strike and the behaviour of employees could also influence the decision

In the present dispute, the

court will also have to establish whether there was commonality of purpose in strikes on at least four mines that were not part of the wage dispute

Sympathy strikes are a grey area. Earlier this year the Rand Supreme Court stopped short of addressing the issue in the SA Chemical Workers Union dispute with AECI

The Chamber of Mines says "employers have the common law right to terminate a worker's service for not fulfilling contractual obligations"

Professor Johan Piron, of the University of South Africa's School of Business Leadership, says "Protection for striking workers is no longer a policy consideration"

Protection

"The law governing strikes is inadequate and must be changed so workers have some recourse to legal action in the event of dismissal"

"Unions and employers should negotiate a contractual agreement that overrides strike laws to protect workers striking legally"

"But with millions of workers still not unionised, protec-

□ To Page 3

Strike battle in court

□ From Page 1 *Times* postponed the hearing until Tuesday.

tion will have to legislate."

Labour consultant Brian Allen says the legality of strikes is a moot point. "Strikes should be decriminalised and employers should enter into agreements that protect workers"

About 1 000 workers at Gencor's Marievale mine on the East Rand lost their jobs after this week's three-day strike

Dismissed Marievale workers were granted a Rand Supreme Court injunction to stop their eviction from mine hostels. But the union accused Gencor of disregarding the injunction, which ordered that workers could not be evicted without a final court order.

The Supreme Court post-

Estimates of the number of workers who went on strike range from 28 000 to a few thousand.

Worked on

Eleven coal and gold mines were affected by the strikes. The union says seven Gencor mines were affected to some degree. It has, however, declared disputes at only three Gencor mines

More than 18 000 miners at Anglovaal's Hartebeestfontein mine near Klerksdorp continued working in spite of the strike vote.

Gold Fields says shift attendances averaged 15% on Monday and Tuesday. It is processing 5 000 dismissals

The treatment meted out to members of the National Union of Mineworkers last week has shown the extent to which management will go in using heavy-handed tactics against striking workers

While not prepared to recognise the workers' right to strike, management misses no opportunity to exercise its right to fire striking workers whether or not the strike is legal

Throughout the wage negotiations between NUM and the Chamber of Mines, NUM seems to have played the negotiation game according to the rules while management negotiated in bad faith and in some cases, stabbed NUM in the back

The set of demands NUM presented to the chamber seemed to be reasonable, considering the miners' poor working conditions and the low wages they earn.

The demands were:

- 22 percent wage increase,
- 75 percent leave allowance,
- 21 days leave,
- 96 working hours a fortnight and
- May Day to be recognised as a paid public holiday.

Throughout the negotiations, management showed no willingness to make any compromise

Even after its offer of between 14,1 and 19,6 percent increase was rejected, management went ahead and implemented it unilaterally and claimed that the offer had been well-received by NUM's members.

NUM did not rush the decision to strike. Handling a strike that could have involved up to 500 000 miners, it followed all requirements



JUBILANT NUM members at their annual conference in Welkom last month

HOW ANGER BUILDS UP

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FOCUS

Some of an 10/9/85

By SAM MABE

to make the strike legal. It also gave management enough time to get the feel of the workers' anger and to reconsider its offer

When NUM members voted overwhelmingly to strike, management employed divisive tactics by rushing to the Press to say that only 14 percent of the miners favoured the strike and that there were widespread ballot irregularities

At one stage the chamber said there were fewer than one in 10

miners who were likely to join the strike

But a few days before the strike, the chamber presented a revised offer when it became clear that the strike was supported by most miners, contrary to the impression the chamber had given earlier

In what NUM described as a divisive tactic by management, the mining houses made different offers. Gencor was the only mining house which refused to make an offer

In a show of willingness to reach a settlement, NUM also dropped some of its demands on working conditions and at the end of the day a national strike in the mining industry

was averted. At Gencor, NUM went on strike on September 1. Bent on disciplining the striking workers, management started dismissing them on September 2

Various other allegations have been made against management at Gencor's Marievale mine near Springs

These include forcing miners to go to work at gunpoint, closing water taps and not giving miners food.

Miners also alleged that they were prevented from leaving the compound to buy food elsewhere

Mine authorities have denied the allegations. So far NUM has made two applications for the Supreme Court's intervention in the harassment of NUM's members by management

On Wednesday the

court granted an order in terms of which Marievale was interdicted from unlawfully evicting union members from mine accommodation.

A second court application was made by NUM after reports that miners were being bussed out of the mine premises in contravention of the previous day's court order

Although management had said earlier that miners left the mine voluntarily some miners who had been transported to TEBA offices in Johannesburg told NUM general secretary, Mr Cyril Ramaphosa, that they wished to return to work

The bad faith in which management had been negotiating with NUM throughout lends credibility to most of the allegations made against Marievale Mine

A CHROME mine owned by the South African Manganese Corporation (Samancor) is threatened by a legal strike following a wage dispute declared by a black trade union.

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The Black Allied Mining and Construction Workers Union (Bamcwu) has applied to the Minister of Manpower, Mr P T C du Plessis, to appoint a conciliation board to resolve the dispute — failure to do so within 30 days may open doors towards a legal strike.

SOWP
The union is demanding wage increases of 30 percent to all black miners at the Montrose chrome mine, in the north-eastern Transvaal. They originally demanded a 40 percent wage increase

Strike looms at Samancor chrome mine

across the board

10/9/85
The company was offering 11 percent for higher grade workers and 25 percent for lower grade, but this has been rejected by the union, which maintains that "we want a living wage for our members," according to Bamcwu's publicity secretary Mr Motsomi Mokhine.

In a surprise move, the United Mining and Metal and Allied Workers Union (UMMAWUSA), which bargained together with Bamcwu, accepted management's offer

Mr Mokhine argues that the percentage offered by management falls well below the Supplementary Living Level (SLL) wage minimum rate drawn by Unisa — this means R350 per month

"It is because of this that we declared a dispute with management when they refused our demand. Our members in rural areas get low pay. They have families to support and we cannot allow poverty wages," Mr Mokhine added.

While legal strike by black miners last week harshly illustrated the contradictions of labour reform in an apartheid society.

Accompanied by a wave of unofficial industrial action, action against strikers left several miners injured, hundreds repatriated and the National Union of Mineworkers threatening to take the case of dismissed workers to the Industrial Court

Yet the strike has been seen as a major step by the mining industry into the country's new era of labour relations opened up by reforms which have brought black workers into the country's official bargaining system.

The decision by NUM to suspend their strike action against three mining houses has been followed by complex legal wranglings which could lead to a resumption of the strike at the end of the month, according to union sources.

The union was granted an injunction against the management of the Marievale Mine of the Genor Group which led to the reinstatement of 53 miners in the hostel from which they had

The harsh realities of apartheid

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SOWETO

WORKERS' DIARY — By JOSHUA RABOROKO

11/9/85

been evicted, pending the finalisation of the case brought against them by the union. Meanwhile the Industrial Court is expected to make a ruling on September 30 on a test case brought by the union which is seeking legal guarantees against the eviction and dismissal of strikers involved in legal strike.

● Another mine union, the African Miners and Allied Workers' Union (Amawu) is to go to the Industrial Court on September 20 following a dispute with Carlton Crete Construction Company over the dismissal of several workers.

fairly retrenched" workers after planning that it was hard hit by recession. The union has since claimed that the reasons for the retrenchment were not valid

● The Social Democratic group of the European community has undertaken to raise in the European Parliament this week the dispute between the Fosatu-affiliate Metal and Allied Workers' Union and BTR Samcol and Transvaal Alloys.

In a statement the union has accused BTR, a British subsidiary, and Transvaal Alloys, a West German subsidiary, of breaches of the EEC code of conduct for companies in South Africa

The companies have dismissed workers. The Social Democratic group of the European community has undertaken to raise in the European Parliament this week the dispute between the Fosatu-affiliate Metal and Allied Workers' Union and BTR Samcol and Transvaal Alloys.

The spokesman said the decision had been taken because of market requirements and

could be effective only at the CDA manufacturing plant on the west bank

- The tranquil Eastern Transvaal village of Sabie was rudely awakened last week when 600 workers at the Mondri saw mill went on strike and burnt part of their living quarters

The Jock-of-the-Bushveld retreat has seen little industrial action in the past and workers are not rep-resented by a union

The strike involved production bonuses and conditions of service.

- Fosatu members throughout the country last week gathered at their workplaces to remember 30 Sasol miners who died in a methane gas explosion at Secunda collieries three weeks ago

The Chemical Workers' Industrial Union had asked its members to commemorate the deaths and to discuss plans to "fight for health and safety to be put before profits".

- The Trade Union Council of South Africa has called on the Government to introduce legislation to limit the right of employers to discharge their employees when engaged in a legal

Mr DU PLESSIS . . . still to appoint conciliation board.

to negotiate wages and conditions of employment at plant level. It declared disputes with 100 Transvaal companies.

strike called in terms of the Labour Relations Act

This move, if implemented by the Government, will bring relief to several black emerging unions whose members have fallen victims of dismissal after and during strikes.

The federation has reiterated its abhorrence of the laws which permit the banning and banishment of people, and called upon Ministers responsible to immediately lift all banning and banishment orders.

It is only a matter of weeks before the metal industry is hit by a national strike by the Mawu following the declaration of disputes with the employers.

The union is seeking

Boycotts

- The Minister of Manpower, Mr P T C du Plessis, has not yet appointed a conciliation board to settle the dispute between the Black Allied Mining Workers' Union (Bamcwu) and the South African Mangane Corporation (Samanacor).

The union has declared a dispute over wages. This disputes, if not resolved within 30 days, may open doors towards a legal strike by black mine workers in the north-eastern Transvaal.

1166 213 1163

Precedent-setting court ruling on mine strike likely

W. Mail
12/9/85

Sept

The Industrial Court case in which the National Union of Mineworkers (NUM) is challenging the right of employers to fire workers on a legal strike could be the most important aspect to emerge from this year's wage dispute between the NUM and the Chamber of Mines

If the court does rule that after following the exhaustive legal channels — as the NUM has done in this year's wage talks with the Chamber — it is an unfair labour practice to fire workers en masse, an important precedent will have been set.

The union is arguing that if it does not accept this argument, the court will have removed the major incentive for legal strike action and will be giving unions carte blanche to go on wildcat strikes

This year's wage negotiation shows a responsible union which was prepared to go patiently through the whole process of negotiation before opting for strike action

On the other hand, if the court does accept the NUM's case, it will remove the strongest weapon in the hands of the mining houses — the right to fire thousands of workers

Even before the start of this year's strike, all three mining houses facing industrial action issued their employees with pamphlets warning them that to strike would mean instant dismissal

This very real threat plus the heavy police presence are given by the union as the main reason why the strike failed on the bigger mines

Some 23 000 workers on Gencor, Gold Fields and Anglovaal mines struck in support of higher wages — less than half the number the NUM said they would pull out

In all, some 11 gold mines and collieries were hit by action, but the biggest mines — Gold Fields' Kloof and West and East Driefontein and Anglovaal's Hartebeesfontein — did not come out in force.

And after three days, the strike was collapsing in the face of mass

By PHILLIP VAN NIEKERK

dismissal threats before the union suspended it pending the Industrial Court case

In some instances, says the union, workers were forced underground at gunpoint

Cyril Ramaphosa, general secretary of the NUM, believes that workers were intimidated into not striking, while management makes the same claims from the other end

According to Ramaphosa, the "despicable behaviour" of mine management demands that the union seriously examine a change of strategy.

"We warned three weeks in advance that we were striking so that we could mobilise our members. It turns out that management was also mobilising

"Some of our most effective strikes were taken at short notice when management was not prepared"

However, the actual reason for the strike's relative failure could be a combination of factors, including the particular circumstances at the various mines.

At East Driefontein and Hartebeesfontein, for instance, the union was largely gutted after the strikes earlier this year in which the top leadership was fired

Mass dismissals, now looming at Manevale and Deelkraal as well, often mean a weakening of the union's strength, though NUM sources say the union has recovered at Vaal Reefs South, where 14 000 workers were dismissed in April, many to be rehired

Either way, the union played its weakest card by bringing out Gold Fields, Gencor and Anglovaal mines while 86 percent of its membership are at Anglo American — though Ramaphosa says the NUM had no choice

The split offer meant the union could not reject the Anglo American-Rand Mines package while at the same time it could not accept the offer of the other three.

NUM HOUSES' ACCOMPLISHMENT WHICH MAY BE...

Court stops Gencor evicting miners

By SEFAKO NYAKA

MARIEVALE Consolidated Mines was yesterday ordered by a Rand Supreme Court judge to provide accommodation for miners it had evicted in contravention of an earlier court order

The urgent application was brought by the National Union of Mineworkers, whose members were among those evicted.

Justice O'Donovan ruled that Marievale, a member of the Gencor group, must provide accommodation pending the lodging of a counter-application

He also ordered Marievale to take all reasonable steps to inform workers who have left for the homelands of his ruling and to give NUM attorneys the names of miners who have been bused home

On Wednesday, Justice H C J Fleming granted a temporary order against Marievale, restraining them from forcibly evicting miners from mine accommodation

The order brought yesterday also sought to have the Marievale mine management jailed for contempt of court and to reinstate miners who had been evicted. NUM also demanded the mine bus back the miners who have already been evicted and supply a list of miners who had been dismissed

NUM members on the mine, who claimed they were being compelled to leave the mine despite the court order, packed the gallery long before the hearing

MINE LABOUR

Lessons from the strike

Reports on the strike called by the National Union of Mineworkers (NUM) at mines owned by Gencor, Gold Fields of SA, and Anglovaal have been uniformly confusing to say the least

Because of contradictory statements put out by the mining groups and the union — and the inability of members of the press and others to gain access to mine premises to see for themselves — it has been impossible to assess what really happened on about 11 mines from Sunday to Tuesday last week.

It is unclear how many miners were injured and how many arrested, and in what circumstances. It has been difficult to ascertain exactly how many were dismissed for striking. It cannot even be said precisely where industrial action occurred.

But it is clear that the mining groups involved set out to prevent, or otherwise crush as soon as possible, any challenge to the authority they have exercised over black miners for nearly a century.

And while they did this with alacrity, it is doubtful that their action increases the prospects for an early establishment of industrial relations normalcy in the mining industry.

Of course, not all would see it that way — Johan Fritz puts Gencor's viewpoint in an interview with the *FM* in the *Current Affairs* section this week.

Times are changing. No longer can industry afford to conduct employer-employee relationships in the old high-handed authoritarian manner. In many industries — including some parts of the mining industry — this new reality is being accepted.

There are moves — usually slow and often painful — away from the attitudes, so often tinged with racism, that have long been part of South African society.

The industrial relations community has generally been at the forefront in SA in recognising that a peaceful future depends on negotiating mutually acceptable conditions of existence with elected representatives of those disadvantaged by apartheid.

If these negotiations can be conducted with leaders who are shown to be reasonable, so much the better. One will not always agree with them, but it does not do good for the long-term prospects of peace to trample them into the ground.

And the same applies to labour relations. This year the mailed fist approach achieved its goal — pending the outcome of Supreme Court and Industrial Court litigation, at any rate. The union has submitted papers asking the Industrial Court to declare the dismissals of nearly 1 000 miners at Gencor's Marievale an unfair labour practice, and the same action may be taken regarding dismissals at a number of other mines.

It has also been able to temporarily halt some of the evictions through Supreme Court action.

But the scars will remain for some time to come, and will be remembered once the union has built a more powerful

presence in those sections of the industry. And when the crunch comes, it is not only those companies that will be hurt, our economy's health depends, to a large extent, on the products of their labour.

Despite the months of brinkmanship during negotiations — for which the NUM and employers were equally responsible — the union's conduct during the lengthy dispute was generally professional and reasonable. It made a serious effort to resolve the dispute peacefully.

The union followed the necessary procedures to hold a legal strike. Given the events of last week, it could be forgiven for asking why it should have bothered. And even then it held fire for another six weeks. This was partly to ensure that a possible strike would be organised as well as possible, but also in order to seek a settlement which would avert a strike.

It eventually achieved this with three mining houses. Ironically, the acceptance of the offers from Anglo American, Rand Mines, and JCI weakened the union's hand to the extent that it faced a no-win situation in the strike it embarked on last week.

Furthermore, Fritz concedes that the union conducted the strike with a high degree of discipline. The NUM appears to have kept to its word that it would do all within its power to ensure that members behave responsibly.

And the fact that employers of well over half of the gold and coal miners working on chamber mines were ultimately able to come to terms with the union is evidence that the final NUM demand was far from outrageous.

With the gold price at its highest rand level ever, there has hardly been a better time to substantially raise the real wages of unskilled black miners — which many mining industry spokesmen privately admit are far too low.

It is not the job of the *FM* to instruct employers on how to achieve wage settlements. But given the circumstances, the decision to almost immediately dismiss and evict strikers was precipitous, whatever the legalities of the matter.

It is vital that the Industrial Court make a clear ruling on the rights of legal strikers. There is, in fact, a strong body of opinion which argues that striking should be decriminalised. Perhaps amendments to legislation should be sought.

Either way, it is necessary to encourage unions to follow dispute-resolving procedures. A trend toward wildcat strikes would be a backward step. Unfortunately, there is nothing in South African law which could convince unions that unwarned and unexpected shows of force are less effective than patient and reasonable negotiations.

There is a further dimension to the events surrounding the strike. This is that the dismissal of migrant workers and the spectre of them being bused back to homelands and neighbouring countries will always raise the emotions of the rest of the world. By their actions, the mining groups have also risked damaging whatever is left of SA's international reputation. ■

government — not just those agencies directly involved with implementing apartheid. The legislation also would have immediately prohibited the sale of Krugerrands in the US, while the president's order buys the White House time to first discuss a corn embargo with the US's other trading partners.

Last, but certainly not least, the president's order contains no provisions for future action, whereas the congressional version laid the framework for potentially significant sanctions in two years' time if SA had not made great strides toward easing racial barriers by then.

In reality, while the president's emergency order does not differ greatly from Congress's sanctions, both included *de facto* measures that will not have a great economic impact on US-SA trade. Krugerrand sales have already come to a standstill, US computer and nuclear technology sales have been controlled for some time, and all American banks stopped lending to South African apartheid agencies long ago.

The president's "end-run" around the congressional sanctions legislation did not come easy. Even though he had lined up the support of Senate majority leader Robert Dole and Foreign Affairs committee chairman Richard Lugar, Reagan only managed to forestall final passage of the sanctions Bill by a slim margin.

To take final action on the legislation, the Senate needed 60 votes out of a hundred. But, even with Dole and Lugar urging a "no" vote, last Monday's tally on the move to begin final action on Congress's Anti-apartheid Act was 53-34, just seven votes short of the necessary vote.

And Senate Democrats have not given up their efforts to see the harsher congressional Bill passed. Massachusetts' Edward Kennedy immediately filed to have the South African sanctions Bill come up for reconsideration on Wednesday. Although it is not likely the outcome will be any different later this week than it was during Monday's vote, the president does not have the kind of backing needed to be certain the Senate will not at

some time take up the stronger sanctions Act.

Not surprisingly, House members reacted sharply and angrily to the president's executive order. "The president's executive actions were an ill-disguised and ill-advised attempt to circumvent an overwhelming bipartisan consensus in the Congress," claimed William Gray, chairman of the House Budget Committee.

The move may have worked in the short run, but, as the sensitive Senate vote showed, the battle may not yet be completely over. ■

REFUGEES

A question of status

The SA Council for Churches (SACC) has taken up the legal status of the Mozambicans fleeing into SA with the United Nations High Commission for Refugees (UNHCR).

While the SA authorities insist the Mozambicans crossing the border are prohibited

JOHAN FRITZ

Beating the strike



Johan Fritz is executive director (mining) of Gencor. He discusses the recent wage dispute and subsequent strikes.

FM The wage increases granted by Gencor to black miners this year were the lowest in the industry. Why?

Fritz The wage increases granted in July were more than appropriate in the circumstances, and were generally well received. We also have to ensure that we do not overlook our long-term competitiveness. Excessive wage increases mean there will come a time when we have to turn to high levels of mechanisation.

Because of this we believe the National Union of Mineworkers (NUM) has not acted in the best interests of its members. Other companies do perceive the situation differently, but I do not want to argue with them here. Our wage structures — whereby there is a larger gap between skilled and unskilled wages — are designed to encourage advancement up the ladder.

Are legal obstacles to black job advancement — particularly the scheduled person definition — not preventing the very advancement you wish to encourage?

It does inhibit progress. We are working on abolishing discrimination, but we must take sufficient white workers — who want guarantees of job security — with us, so as to

retain their loyalties.

How do you view the strike generally?

The strike was unjustified. The NUM did not represent the wishes of its members, as borne out by the fact that only 8% of our workforce struck and it petered out so quickly that by Wednesday all mines were fully operational. In our opinion the strike collapsed through lack of support. It disappoints and concerns us that the union saw fit to go public with a range of malicious and far-fetched allegations.

How did you process the dismissal of strikers?

No-one was summarily dismissed. Miners who refused to return to work on the second day after being warned to do so were interviewed so as to isolate those who were merely drawn along by events. In total about 1100 were dismissed, most of them at Marievale. The eviction of dismissed workers from mine premises and the legality of some dismissals are currently subject to litigation so we cannot comment further.

Was any mine property damaged during the strike?

We are very pleased that damage to mine property was absolutely minimal. There were relatively few injuries, although 34 people were hurt. This was a result of assaults by striking workers, by mine security staff in the process of protecting employees who wanted to work against assault and intimidation, and the process of protecting property and maintaining order. Overall though, there was much co-operation from management and employees, including strikers. The fact that strikers behaved in a more disci-

plined way is a welcome development. **Was the dismissal of strikers not hasty and harsh?**

We consistently maintained a clearly stated position. It is important to remain consistent with black employees and not vacillate. Blacks have a different cultural approach. They want to know exactly where you stand otherwise they lose confidence in you. **Your general approach to labour matters seems to be very authoritarian and out of step with general trends.**

It is a consequence of the industry's historical background. Mining operations are conducted more in a military manner than other industrial activities. This is due to the relatively unsafe natural environment. Unless you maintain a structured approach toward mining methods and discipline, the work would be more dangerous. **Do you believe workers have the right to strike?**

I do not dispute that workers have the right to withdraw their labour. But they do not have the right to disrupt production. If working conditions on our mines do not suit them they must find work elsewhere. We must keep our operations going.

Do you accept that dismissing migrant workers is a particularly harsh step because once they lose their jobs they may no longer remain in the area?

Yes. But before striking, a worker must weigh up potential gains against potential losses. We have a shield against their irresponsible action — a large reserve of unemployed.

FACE TO FACE

MINE HOSTEL DECISION TODAY

THE Rand Supreme court is to make a decision today on an urgent application by Marievale Consolidated Mines for 62 black mineworkers to be evicted from its hostels.

Marievale, members of the General Mining Corporation (Gencor) group, has maintained that the workers were staying in a mine hostel as a result of an interim order by a Rand Supreme Court judge on September 4 16/9/85

The company was interdicted at the time from evicting members of the National Union of Mineworkers from the mine.

213 ~~Strike~~

In an application on September 5, the company was ordered to re-accommodate 52 members who had allegedly been told to leave the mine premises

The company's lawyer has submitted that the mine was entitled to evict workers who had participated in a strike. The workers had broken the terms of their contract. SOWAAM

Day 24/9/75
23 IN BRIEF

FIVE mineworkers were killed and 27 injured during a weekend faction fight between Pondo and Basotho tribesmen at the Stilfontein Gold Mine, General Mining Union Corp said. Production was not affected and workers reported for duty today.

□ □ □

FORMER Cape attorney Stanley Lipshitz, extradited from the United States at the weekend, appeared in the Johannesburg Magistrate's Court yesterday in connection with fraud and corruption charges involving R500 000. He will appear again on October 14

□ □ □

THE surplus meat scheme is on target and more than 2 000 cartons have been sold, Meat Board GM Pieter Coetzee said yesterday. The board has come under sharp attack from the retail meat trade, which has called for Coetzee's resignation.

□ □ □

LAWYERS for World Alliance of Reformed Churches president Allan Boesak will decide today whether to take legal action to have his stringent bail conditions relaxed

□ □ □

THE chances of a national convention achieving anything positive were negligible, the leader of the New Republic Party, Mr Bill Sutton, said in Bloemfontein yesterday.

5 die, 29 hurt in mine faction fight

FIVE black miners were battered to death and at least 29 others seriously injured during a faction fight at the Stillfontein gold mine.

The fight is believed to be over the consumer boycott in the Western Transvaal

The situation remained tense but calm at the mine yesterday as

By JOSHUA RABOROKO

workers did their jobs normally after confrontations between 500 armed Basotho and Pondo miners this week, according to sources.

The injured miners, whose names have not been released, were admitted to the Duff Scott

mine hospital and the Tsepeng Provincial Hospital.

They are in a satisfactory condition, said the hospital's spokesmen.

Police said the fight broke out on Monday morning shortly after a Pondo man tried to stop a Mosotho worker from buying beer because of the boycott of white

businesses.

The boycott was started on the mines before the threatened industrial unrest after a dispute between the National Union of Mine workers (NUM) and the Chamber of Mines last month. NUM called for the boycott of white shops near mining houses in an

attempt to pressurise employers to meet the workers' demands.

These included wage increases and scrapping of job reservation.

Police said after the Mosotho worker was stopped from buying beer he told his friends who planned to attack the Pondos. About 500 workers at

the Margaret and Tony Shaft, armed with sticks, knobkerries and assegais, clashed during the "bloody battle" which left five dead and several injured.

A spokesman for Gencor, which owns the mine, confirmed the incident yesterday and said "everything has returned to normal"

Meanwhile at least 25 black mineworkers were arrested after an illegal strike at Thabazimbi on Monday, a police spokesman said.

Police used tear smoke and rubber bullets to disperse the strikers, the spokesman said.

(213) ~~(213)~~ ~~(213)~~ ~~(213)~~
Marievale evictions lawful

Day 26/9/87
GAVIN EVANS

MARIEVALE Consolidated Mines lawfully evicted 42 National Union of Mineworkers' members who took part in a legal strike last month, the Rand Supreme Court found yesterday

Mr Justice E Stafford ruled that Marievale, a member of the Gencon group, could evict the workers from its hostels. The rest of the 62 workers involved in the action will be entitled to remain in the hostels pending a court case on October 15

Counsel for the union, Arthur Chaskelson, QC, indicated the NUM intended to apply for leave to appeal

Marievale, which brought the urgent application for the evictions on September 13, agreed to take no action until the appeal application had been filed

The workers were fired after a legal strike at the end of August and were staying in the hostel as a result of an interim Rand Supreme Court order made on September 4 pending an Industrial Court hearing on September 30. The Industrial Court will be asked to decide whether the workers were legally dismissed

And now, the humane bullet

(213) ~~107~~
W. Mail

GOLD FIELDS of South Africa is a mining house known for its use of what it calls "firm action" against its employees when it feels this is necessary.

It re-affirmed this policy this week in its chairman's report, and over the past few weeks to the National Union of Mineworkers, a number of whose members had struck on Gold Fields' mines.

By PAT SIDLEY

26/9/85

And, it appears, it is in the business of producing instruments with which to make its task of firm action effective.

Weekly Mail was told by a mining source that Gold Fields had "patented" a rubber bullet for use in crowd control, which was effective, but less harmful than others in use.

This was put to Gold Fields' PRO Helene Mendes. She said Gold Fields had a subsidiary company called Gold Fields Security which sold security systems to other mines and companies as well as to Gold Fields.

When asked to either confirm or deny that Gold Fields had produced its own rubber bullet, she called back to say: "We would prefer not to comment."

Nine die in faction fights on gold mine

NINE miners have died and 1 500 quit Stilfontein gold mine after faction fights erupted.

Gencor added that 43 mineworkers had been taken to hospital since fights broke out between Basotho and other workers a week past Sunday.

PRO Harry Hill said: "Out of a workforce of 10 000, 1 500 mineworkers at the Stilfontein gold mine have resigned, nine have been killed and 43 hospitalised.

"Management has held discussions with the parties several times and received undertakings that the situation will be resolved.

"While the cause of the dissent between the groups is still under investigation, it appears to centre around the refusal of some workers to join the Basotho in a boycott of bars on the premises.

"Production from underground will continue to be affected to a limited extent until replacement labour has been engaged and trained. Gold production is unaffected because stockpile material is being milled." — Sapa

CAP-Trans

day, September 27, 1985

9 miners killed in faction fights

JOHANNESBURG — Nine people have died since Sunday and 1 500 mineworkers have resigned at Stilfontein gold mine after faction fights, Gencor said yesterday

The statement added that 43 mineworkers had been admitted to hospital since the fights broke out between Basotho and other workers

The mine employs about 10 000 workers

The statement, issued by Gencor PRO Mr Harry Hill, said

"Nine persons have been killed and 43 hospitalized since Sunday, September 15. The resignations, in spite of management's attempts to persuade workers to remain, follow persistent problems between the two groups over the past weeks

Discussions

"Management has held discussions with the parties several times and received undertakings that the situation will be resolved

"On Wednesday, September 25, another meeting which included representatives of the Lesotho Government and Teba officials took place in a further attempt to resolve the differences with further undertakings being given"

Mr Hill said the cause of the violence appeared to be the refusal of some workers to join the Basotho in a boycott of bars on the mine.

He said several individuals had been arrested and are expected to be charged for assault

— Sapa

Nine die ^(2/17) in faction fights on gold mine ^{by Sam}

NINE miners have died and 1 500 quit Stilfontein gold mine after faction fights erupted.

Gencor added that 43 mineworkers had been taken to hospital since fights broke out between Basotho and other workers a week past Sunday

PRO Harry Hill said "Out of a workforce of 10 000, 1 500 mineworkers at the Stilfontein gold mine have resigned, nine have been killed and 43 hospitalised

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"While the cause of the dissent between the groups is still under investigation, it appears to centre around the refusal of some workers to join the Basotho in a boycott of bars on the premises

"Production from underground will continue to be affected to a limited extent until replacement labour has been engaged and trained Gold production is unaffected because stockpile material is being milled" — Sapa

Gencor mine clash leaves seven dead

213 C.P. 29/9/85
By DAN DHLAMINI

THE CLAN fight between Amampondo and Basotho groups at Gencor Stilfontein Mine in the Western Transvaal has left seven people dead and more than 30 admitted to Duff Scott Hospital.

According to police, the fight started on Saturday night among National Union of Mineworkers' members and non-members.

Lt J Joubert of Stilfontein said five men were killed on Saturday and two on Tuesday when the miners fought underground.

Gencor PRO H Hill told City Press some of the workers in the clan had requested to be discharged. More than 430 workers have since been paid off.

NUM spokesman Manoko Mphshe confirmed the clan fight, but said only 158 predominantly Xhosa-speaking workers from Ciskei had been paid off.

An injured mineworker, Jonas Moya, told City Press that a group of Pondos who were non-union members attacked Basotho workers on Saturday night.

He claimed the mine security forces allowed the Pondos to carry pangas, spears and other dangerous weapons into the hostels without reprimanding them.

There have been no arrests yet.

39/1/85

S. Day

213

Feud miners leaving

THE 1 500 miners who resigned in the wake of faction fights at Stilfontein gold mine last week were in the process of leaving the mine, Gencor spokesman Harry Hill said at the weekend.

Hill said the miners, who could not be persuaded to stay on the job, would leave as soon as mine management had paid them out.

The miners resigned after faction fights at the mine left nine people dead and 43 injured

The fight, which broke out between Basotho and other workers, appeared to centre on the refusal of some workers to join the Basotho in a boycott of bars on the mine premises.

Hill said Xhosas, Basothos and others were among the 1 500 who had resigned. He said the mine was quiet on Friday — Sapa.

Miners in court

West Rand Bureau

Sixteen mineworkers from Kloof Mine near Westonaria appeared in the Westonaria Magistrate's Court yesterday on charges of public violence.

Four others appeared on charges of intimidation arising from an incident at the mine in September.

The hearing into the charges of public violence was postponed to November 11 pending the Attorney-General's decision.

The men facing allegations of intimidation will be tried on November 14.

(162)(213) FM 11/10/85

MINING LABOUR

NUM loses out

The Supreme Court has dealt a severe blow to the bid by the National Union of Mineworkers (NUM) to challenge employers' right to dismiss workers who participate in legal strikes. The case was one of many that have been launched in the wake of the mine strike in early September. But the issues raised in it are still to be tested in the Industrial Court.

Last week Mr Justice J Stafford rejected an application by the NUM for leave to appeal against his judgement in a case involving the union and Gencor's Marievale mine. The judge said the union had no reasonable prospect of persuading another court that he was wrong.

Marievale had filed an urgent application requesting the court to uphold its common law right to dismiss 73 workers who participated in the legal strike, and to evict them from the mine hostels. The mine argued that it had the right to dismiss even though the strike was lawful, because the workers had

breached their employment contracts.

Marievale's action was brought after the NUM had twice succeeded in obtaining orders from the court interdicting the mine from unlawfully evicting workers who were dismissed during the strike. In its papers, the NUM alleged that its members were being evicted by force and without due process of law. The NUM brought the first action on September 4 — just after the strike. The second was brought the next day when the union alleged that the mine was disobeying the terms of the first order. The union has started contempt of court proceedings against Marievale's management.

Judge Stafford upheld Marievale's claim that the dismissal of the 73 was lawful because they had breached the terms of their employment contracts. In doing so he rejected the arguments brought by the NUM's legal representatives. These were that

- The workers were covered by a recognition agreement concluded between the NUM and the Chamber of Mines which acknowledges the right to strike,
- The workers had been victimised, and
- The Supreme Court should postpone

hearing the case as the union had applied to the Industrial Court to have the workers reinstated on the grounds that their dismissal constitutes an unfair labour practice.

The judge found that the workers were not entitled to withhold their services without committing a breach of their employment contracts and that the NUM-Chamber recognition agreement did not confer any additional rights on them. He also found that the workers had not made out a case for victimisation. As for the argument about the Industrial Court, Judge Stafford said that there was no judicial basis for considering a stay or postponement of the case.

The ruling applies to 43 of the workers who were represented by the NUM's lawyers. The other 30, who were not represented, have been given until October 15 to show cause why the court should not make the same ruling against them.

The fact that employers are entitled to dismiss legally striking workers is one of the most controversial aspects of South African labour law. Critics have pointed out that it is contrary to the situation in other countries where strikers have legal protection against

(162)(213) FM 11/10/85

dismissal

The Supreme Court has made its position on the question clear. The NUM will be bringing the matter up again later this month when it asks the Industrial Court to re-instate the Marievale workers contending that their dismissal is an unfair labour practice. Several more cases involving workers dismissed from other mines during the strike are also pending. Whether the Industrial Court — which uses fairness as its chief criterion — will make a different ruling to the Supreme Court is something all concerned with industrial relations in SA will be watching very closely.

Mine strikers legally dismissed, court rules

The Rand Supreme Court yesterday finalised an order that about 16 workers who participated in a legal strike at Marievale gold mine were lawfully dismissed.

Mr Justice L F Weyers confirmed an interim order granted by Mr Justice E Stafford last month ordering the workers to show why Marievale Consolidated Mines should not declare it had lawfully dismissed them.

Marievale, a member of the Gencor group, brought an urgent application on September 13 to evict workers from its premises.

The workers were staying in a hostel on the mine as a result of a court ruling on September 4.

On September 25 Mr Justice Stafford ruled that 43 workers who took part in a legal strike were lawfully dismissed.

He ruled that the mining company was entitled to evict workers staying on the mine because of the earlier court order.

Mr Justice Stafford found the workers had broken their contract by withholding their labour.

COMMON LAW

In his written judgment at the beginning of the month, Mr Justice Stafford said it was irrelevant that the strike in which the workers took part was not prohibited in terms of the Labour Relations Act, and agreed with the contention that the Act did not amend the common law.

"There was no lawful justification for their absence from work and no evidence that the dismissals were void."

An application for leave to appeal against the decision was dismissed on October 3 in the Pretoria Supreme Court.

NUM awaits
strike ruling

23/10/85 19
The general secretary of
the National Union of
Mineworkers (NUM), Mr
Cyril Ramaphosa, denied
yesterday that the union
would resume its wage
strike irrespective of an
Industrial Court decision
on its legality. **STAR**

He said a decision de-
pended on the outcome of
the court case regarding
the legality of the dis-
missal of strikers

Strike

THE General Secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, has denied that the union would resume its wage strike irrespective of an industrial court decision on the legality of the strike.

Mr. Ramaphosa said a decision on whether or not to resume the strike depended on the outcome of the pending court case regarding the legality of the dismissal of strikers last month

He was commenting on reports from Washington quoting two senior NUM officials as saying the union would resume the strike immediately after the court gives a ruling

Meeting

The officials — President Mr James Motlatsi and information officer Ms Manoko Ncnwe — are reported to have said the strike would be resumed no matter which way the court's decision went.

But Mr Ramaphosa said the union would hold a central committee meeting after the court's judgment to decide on a course of action. He said a decision would depend on the outcome of the court case

The case will be heard today

Surprise

Gold Fields of South Africa, one mining company the NUM said would be hit, expressed surprise at the remarks and other mines said there were no indications of a strike brewing

A Gold Fields spokesman pointed out, however, that the Supreme Court had already ruled that strikers had no protection

On September 3 the NUM suspended a strike by about 10 000 miners and applied to the industrial court for a ruling on the protection of workers taking part in legal strikes

MINING — STRIKES

1985

NOV. — DEC.

Job Title	Current Hours	Hourly Change 1975 to date: Nominal	Hourly Change 1975 to date: Real	Current Real Weekly Wage: R
DRVF Int <13600	0.00 28.35 33.30 35.10 40.95 46.35 53.10 56.70 63.90 77.40 81.90 91.80	51.12 50.55 52.78 51.27 55.57 57.59 52.91 52.25	+0.0%	52.04
DRVF Int >13600	0.00 36.90 42.30 44.10 49.95 55.80 63.45 67.50 75.60 90.00 94.95 105.30	61.08 62.36 60.85 63.07 61.03 65.74 66.96 61.34 59.93	+0.0%	59.69
DRVF <907kg	11.70 26.55 31.50 33.30 38.70 43.65 49.95 53.55 59.85 73.35 78.75 88.20	48.12 48.31 47.60 49.65 48.42 52.04 54.58 50.87 50.20	+130.8%	50.00
DRVF 907-2722kg	14.62 28.35 33.30 35.10 40.95 46.35 53.10 56.70 63.90 77.40 82.04 91.80	51.12 50.55 52.78 51.27 55.57 57.59 53.00 52.25	+92.2%	52.04
DRVF 2722-4536kg	18.45 39.15 45.45 47.70 53.55 59.40 67.50 72.00 81.00 96.30 101.25 111.60	66.07 66.85 64.78 67.10 65.10 70.43 71.65 65.41 63.52	+85.2%	63.27
DRVF 4536-6350kg	22.50 45.00 51.30 53.55 59.40 65.25 74.25 79.20 89.10 103.30 110.70 121.05	74.17 74.16 71.16 73.81 71.61 77.48 78.35 71.51 68.90	+64.7%	68.62
DRVF >6530kg	24.75 45.90 52.20 54.45 60.75 66.60 76.05 81.00 90.90 107.10 112.50 123.30	79.94 79.63 75.42 75.84 72.63 75.60 73.24 79.04 79.69 72.67 70.18	+52.5%	69.90
Matchman	13.35 20.70 25.20 27.00 31.95 36.45 41.55 44.70 51.00 64.50 110.16 124.56	47.99 47.99 44.35 44.35 41.30 40.42 44.35 47.99 71.16 70.89	+185.6%	70.61

Significant court ruling

Mine must reinst^{few}ate dismissed workers

By Sheryl Raine

In a significant ruling the Industrial Court yesterday ordered Gencor's Marievale Gold Mine to reinstate black miners dismissed during a legal strike at the mine in September this year.

Dr Daan Ehlers, president of the court who heard the case with Mr D van Schalkwyk, ordered that the mine reinstate the dismissed miners and that the number of miners qualifying for reinstatement be agreed upon between the employers and the National Union of Mineworkers (NUM). The identity of the workers must be submitted to the court within 30 days.

The NUM originally applied to the court for the reinstatement of about 1 000 miners fired after a two-day strike at the Marievale mine near Nigel on September 3. The strike followed months of wage negotiations with the Chamber of Mines and the failure of a conciliation board to resolve the wage dispute.

DEMANDING INCREASE

The NUM was demanding a 22 percent increase. Gencor implemented Chamber increases ranging from 14 to 19 percent on July 1.

In court the mine claimed that only 389 of the dismissed workers were union members, that 217 did not belong to the union, 178 had left the employment of the mine prior to the strike, 88 were never employed by the mine, 17 had never left the mine and 112 names had been duplicated by the union on its list of dismissed workers.

During the hearing which lasted two days, Marievale agreed to negotiate with the union on the number of miners involved. The mine indicated that if it lost its case, it would prefer to pay the miners involved rather than re-employ them because the mine had already filled vacant jobs with new recruits.

MIGRANT WORKERS

The Industrial Court order becomes operative on November 1, but workers have 21 days in which to report for duty. As migrant workers, they were bussed back to their homes immediately after their dismissal and the union will have to contact them and inform them of the outcome of the case.

The NUM said two things had become clear from the judgment — that it was able to bring applications to court on behalf of workers and that legally striking workers ought not to be dismissed.

"The judgment has restored the union's confidence in the Industrial Court," said a NUM statement.

Lawyers for the NUM said the order would mean that at least 500 miners would be granted relief.

At present the Labour Relations Act makes provision for a legal strike, but workers who strike legally have no protection from dismissal in the law.

The Industrial court, however, is empowered to decide whether such dismissals are fair and whether workers deserve to be reinstated.

Red button

As far as I know, it consists of several canisters hanging from the ceiling, which — when the building is entered illegally — are punctured, spraying out tear-smoke," he said.

Mr Fraser said he had been told about the gas system by an Afrikaner friend.

He alleged that the mine manager had taken his friend into an armoury that was filled with automatic rifles and surrounded by armoured vehicles, and showed him a red button behind glass.

The mine manager allegedly told Mr Fraser's friend that if the red button were pushed, gas would pass through the mine-ventilation shaft and into the living quarters of the mineworkers in the event of an emergency.

The gas was designed to "disable", not to kill.

The allegations were followed by a Chamber of Mines statement that it had no knowledge of any such equipment being installed anywhere in South Africa and, as such, regarded the allegation as bizarre and devoid of truth.

Anglo admits tear gas at mine

213
S. Times
3/11/85

By JEREMY BROOKS

THE Anglo American Corporation yesterday disclosed that it had installed an anti-riot tear-smoke system in certain buildings at one of its mines.

It was responding to claims made earlier this week by Mr Malcolm Fraser, former Prime Minister of Australia, that a system existed at a South African mine to pump "disabling gas" into miners' living quarters through ventilation shafts in the event of an emergency.

Mr Fraser, one of the Commonwealth "wise men" appointed to open negotiations with Pretoria about the dismantling of apartheid, refused to identify the mine — until yesterday, when he named Western Deep Levels.

Yesterday, through the Anglo public relations department, the Western Deep chairman, Mr Peter Gush, described Mr Fraser's allegations as unfounded.

Aggravated

Mr Gush, who is also chairman of Anglo's gold and uranium division, said:

"During serious inter-tribal rioting at Western Deep Levels gold mine in 1974 and 1975, several workers lost their lives and considerable damage was caused to property."

"The situation was seriously aggravated after rioters looted the mine liquor stores."

"As a result, Western Deep Levels decided to install tear-smoke systems in the liquor stores, hostel kitchens and the administration offices, which could be activated by management."

"The system, which used conventional tear-smoke and was introduced as a precaution to protect lives and property in the event of unrest, has not been used since 1975."

"Accordingly, allegations suggesting that a system exists to pump disabling gas through mine ventilation shafts into black mine-workers' living quarters are unfounded," said Mr Gush.

A spokesman for Anglo American said the system was used once in 1975 and not since. He was not sure of the mechanics, but it was "not some huge technological monster".

Historic ruling strips bosses of right to fire strikers

Court tames employers

713 S. Times 3/11/85

A HISTORIC judgment by the Industrial Court has deprived employers of their most potent weapon in dealing with legal strikers — mass firing.

By Amrit Manga

The Industrial Court this week ordered the reinstatement of workers dismissed by Gencor's Marievale gold mine for taking part in the September wage strike.

The ruling cuts right across a judgment by the Supreme Court, which held that the dismissal was lawful. The dismissal may have been lawful, but the Industrial Court ruling makes it an unfair labour practice.

Powerful

The court's ruling in favour of the National Union of Mineworkers means that provided a strike is legal, employers cannot dismiss workers for striking.

The ruling could prompt similar actions by workers in the Industrial Court.

In an economy where hundreds of thousands are out of work, instant dismissal of large numbers of workers has been a powerful weapon in the hands of employers. Many have not hesitated to

use it. This is the first of its kind in which workers asked for protection against dismissal because of their participation in a legal strike. In the past, employers wishing to dismiss workers will have to ensure their action is not only legal but fair in the eyes of the Industrial Court. Unless it appeals success-

fully against the order, Gencor will have to re-employ the fired workers.

Gencor spokesman Harry Hill says he cannot comment until the judgment has been studied.

The Industrial Court granted the interim order in terms of Section 43 of the Labour Relations Act (LRA). The ruling means negotiations over wages terminated by the dismissals can be resumed.

The Industrial Court's contradiction of a Supreme Court finding once again raises the question of its jurisdiction. At issue is whether the Industrial Court has the right to hear the same matter as the Supreme Court, even if

the judgment is likely to differ.

Daan Ehlers, president of the Industrial Court, says Section 53 of the LRA provides for criminal proceedings against any party which disobeys an order of his court.

Dr Ehlers says that in the interim, however, parties can continue negotiating the issues in dispute — wages and now, mass dismissals.

More to come

Labour consultant Andrew Levy believes there will be a lot of litigation after this decision.

"Gencor is unlikely to ac-

cept the ruling lying down," he says.

The miners' union says the judgment will ensure legally striking workers of protection. It will also encourage the use of the industrial dispute-resolving machinery.

Loet Douwes-Dekker, of the Wits University Business School industrial relations department, says, "Parties should take heed of the direction the court has given and incorporate rules that govern strikes in their agreements."

Johan Piron, head of the University of South Africa's department of industrial relations, says "The judgment will also defuse the ideological problems surrounding strikes."

Tear smoke system

on mine dismantled says Anglo

The "conventional tear smoke system" installed at Western Deep Levels Gold Mine has been dismantled and there is no intention of using this type of equipment at any other Anglo mines

This was stated today by Anglo American Corporation public relations manager, Mr Neville Huxham, who added that the equipment was removed last week because it had not been used for a decade and had fallen into disuse

He emphasised the system was a limited installation at one mine and only in certain areas of the mine — the liquor stores, hostel kitchens and hostel administration offices — which had been attacked during the 1974/5 riots

Mr Huxham said the tear smoke was used only once in 1975 to stop rioters getting illegal access to one of the areas

This weekend an international furor greeted ex-Australian Prime Minister Mr Malcolm Fraser's hearsay revelation that the "disabling gas" system existed at Anglo's Carletonville mine

Western Deep Levels chairman Mr Peter Gush admitted the tear smoke equipment was installed to assist in the protection of lives and property after rioting on the mine in 1974 and 1975

But he added that the system had not been used for ten years

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CME TIMES

4/11/85

(213) (213) (213)

2 mines confess to tearsmoke

Own Correspondent

JOHANNESBURG — Anglo-American has admitted that one of its gold mines is fitted with a tearsmoke system that can be activated by management in the event of rioting among black employees

And a Klerksdorp mine run by the General Mining Corporation (Gencor) is fitted with a smaller tearsmoke system similar to that at Anglo's Western Deep Levels gold mine

A Gencor spokeswoman yesterday said the tearsmoke system had been installed 10 years ago, but never used "The system was installed for the protection of staff in the liquor outlets at the mine"

Gencor did not name the mine

It was revealed at the weekend that a tearsmoke system which allows management to discharge tearsmoke in liquor stores hostel kitchens and hostel administrative offices was installed at Western Deep Levels in 1974

Conventional tearsmoke system

The Anglo-American Corporation admitted to the existence of the system after the former Australian Prime Minister, Mr Malcom Fraser, alleged that there were systems for pumping disabling gas into mineworkers' quarters on South African mines

In a statement at the weekend the chairman of Western Deep Levels, Mr Peter Gush, said a conventional tearsmoke system had been installed to help protect lives and property during inter-tribal rioting in 1974 and 1975 It had not been used since 1975

An Anglo spokesman said there were no tearsmoke systems at any other of the group's mines Gencor said the Klerksdorp mine was the only one in that group fitted with a tearsmoke system

Spokesmen for Rand Mines, Johannesburg Consolidated Investments (JCI) and Iscor, which owns several coal mines, all said no tearsmoke systems existed on any mines owned by their companies

The story was the main item on British television 1pm news programmes yesterday

4 Cape Times, Tuesday, November 5,

Gas pipes ¹⁹⁸⁵ on mine 'not dismantled'

JOHANNESBURG — The National Union of Mineworkers yesterday said its shaft stewards had reported that assurances by a senior Anglo American official that pipes carrying "disabling" gas to miners' quarters at Western Deep Levels Mine had been dismantled were untrue

The NUM said in a statement released here yesterday. "This morning a senior official of the AAC informed the union that they have dismantled them, but information from shaft stewards says this is not true"

The NUM had repeatedly demanded the dismantling of the "disabling gas" pipes, but management had refused

The NUM said the purpose of "disabling" gas at Western Deep was to "smash" legitimate strikes in an industry which operated more like a military camp than an industrial undertaking

Mining companies had been stockpiling ammunition and "hardware" to deal with strikes, the NUM said

"This was clear during the legal strike in September, where workers were forced back to work at gunpoint

Use of Hippos 'common practice'

"The use of Hippos and other armoured vehicles is also common practice

"The use of disabling gas through the ventilation system is one of the measures used by the mining companies to break up and suppress legitimate industrial action by workers

"The comment by the former Australian Prime Minister, Malcolm Fraser, that disabling gas is pumped through the ventilation system into mineworkers' living quarters at Eastern Deep Levels Gold Mine, comes as no surprise to the National Union of Mineworkers

"It has required the comments of a prominent international figure to provide substance for what is well known by mineworkers"

It said Anglo's claims of a liberal labour policy seemed extremely hard to believe

Earlier the Anglo American Corporation public relations manager, Mr Neville Huxham said the equipment was removed last week because it had not been used for a decade and had fallen into disuse

'Tearsmoke used only once'

He emphasized that the system was a limited installation at one mine and only in certain areas of the mine — the liquor stores, hostel kitchens and hostel administration offices — which had been attacked during the 1974-5 riots

Mr Huxham said the tearsmoke was used only once in 1975 to stop rioters getting illegal access to one of the areas

At the weekend, an international furore greeted Mr Fraser's hearsay disclosure that the "disabling gas" system existed at Anglo's Carletonville mine

Western Deep Levels chairman Mr Peter Gush conceded that the tearsmoke equipment had been installed to assist in the protection of lives and property after rioting on the mine in 1974 and 1975

But he added that the system had not been used for 10 years — Sapa

Anglo allows media to see dismantled teargas system

By Andrew Beatrice

Anglo American lifted the lid on its mine security arrangements yesterday to reveal an extensive, but now obsolete network, of teargas installations which could have been used on its workforce in an emergency.

The installations — which were controlled centrally by a master "red button" in the hostel manager's office — were strategically placed around all administration buildings, liquor and food outlets and at the entrances to canteens at Anglo's Western Deep Levels Mines.

On Saturday, the system was dismantled. The general manager of Western Deep, Mr Fred Bayley, who was not in charge of the mine when it was installed 10 years ago, said yesterday that until last week he did not know the system was there.

"When I first heard of the allegation (made by Mr Malcolm Fraser, former Australian Prime Minister), I thought it

R750-m goldmine opens

Minutes after showing reporters where the "red button" was that could have sprayed teargas around Western Deep Levels' canteen and administration areas, the mine's general manager, Mr Fred Bayley, pushed another red button detonating a blast to commemorate the opening of a new R750 million goldmine.

To applause, he detonated a loud explosion (apparently under a pile of gravel in the booming headgear) to formally declare the mine open.

According to mine personnel, the last shaft-sinking blasts had already been completed and mining operations would start soon. A hostel area the size of a small village has already been built.

"When we planned this mine we were thinking years ahead. In 50 years time we don't know if there are going to be migrant workers in South Africa, so we planned the hostels so that they can be converted into flats," said mine manager Mr M. Solms.

It was emphasised that the cost of the new mine could be attributed mainly to the hostel area.

could not possibly be true. When I heard that it was, and here at Western Deep, I immediately instructed that it be dismantled.

"It has connotations, reminding one of the gas chambers," said Mr Bayley.

Reporters were shown the control point in the hostel man-

ager's office which housed the master "red button".

Mr Bayley gave the assurance that all teargas systems on the mines under his authority had been dismantled, denying allegations by the National Union of Mineworkers (NUM) that this was not true.

Reporters who visited the mines yesterday could find no evidence to contradict him. Anglo personnel allowed free access to all hostels in the Western Deep Levels area housing thousands of workers, who could be interviewed at random.

Mr Themba Manyosi, the NUM's secretary at Elandsrand Mine, which came into production a few years after Western Deep Levels, said that some workers were convinced that there were "more sophisticated" teargas systems at Elandsrand.

This suspicion was also held by several of the miners interviewed.

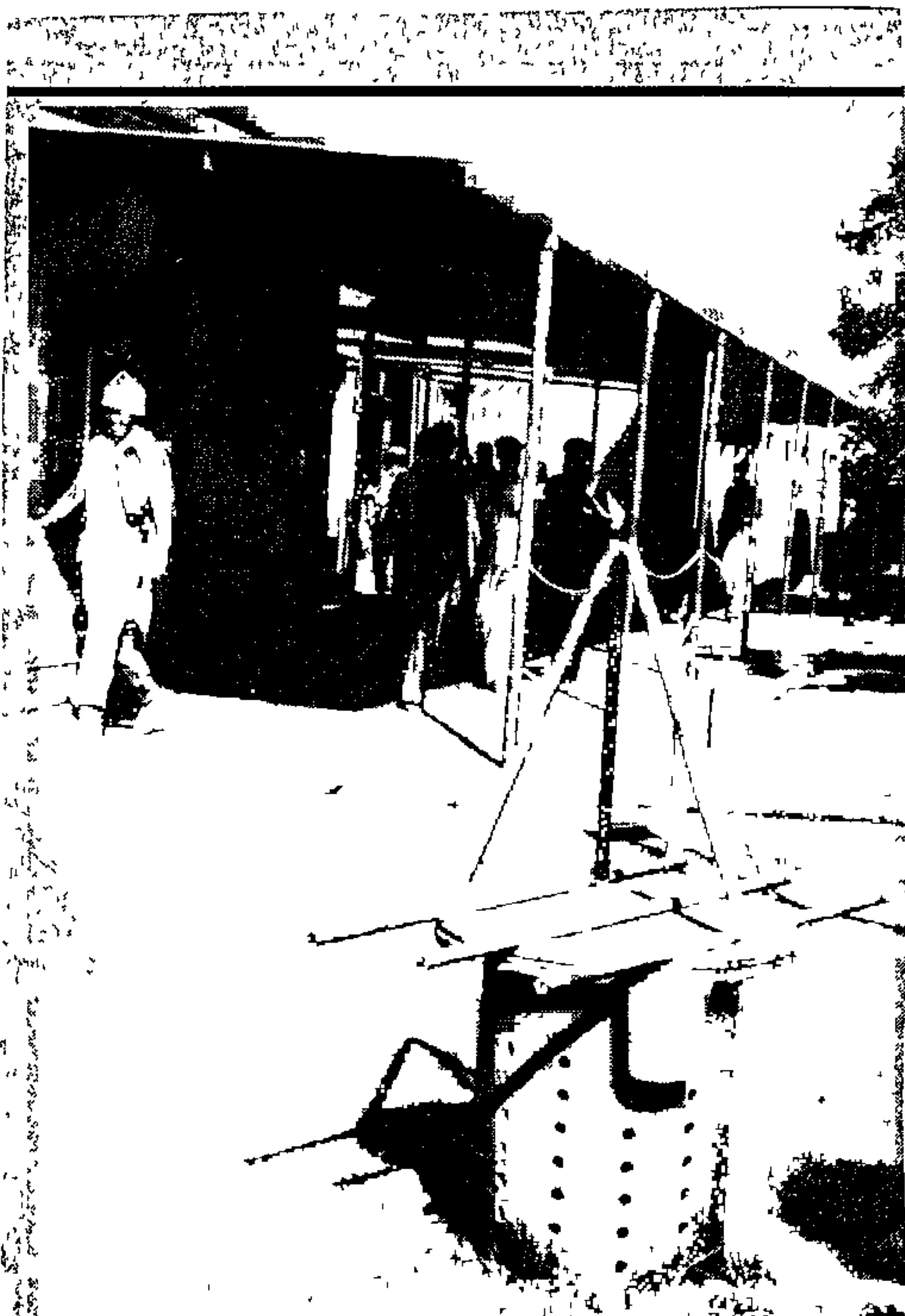
However, Mr Manyosi said that he could not produce any proof of the existence of any similar installations.

● In another development, the General Mining Corporation (Gencor) refused to name or grant access to the mine it admits has a similar system to that in the Anglo mine.

This box on the ceiling of a storeroom, in the mine hostel housed three teargas canisters.

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These bins previously held teargas canisters which could be detonated in the event of an emergency

Anglo lifts lid on teargas system at mine

Argus Correspondent

JOHANNESBURG — The Anglo American Corporation has lifted the lid on its mine security arrangements — to reveal an extensive but now obsolete network of teargas installations which could have been fired on workers in an emergency.

The corporation admitted that the system existed after allegations by Mr Malcolm Fraser, the former Prime Minister of Australia that there were systems for pumping 'disabling gas' into mineworkers quarters.

The installations — which were centrally controlled by a master "red button" in the hostel manager's office — were strategically placed around administration buildings, liquor and food outlets and at the entrances to canteens at Western Deep Levels Mine.

On Saturday the system was dismantled. The general manager of Anglo's Western Deep Levels Mine, Mr Fred Bayley, who was not in charge when the system was installed 10 years ago, said yesterday that until last week he had not known it was there.

"Gas chambers"

"When I first heard of the allegation I thought it could not possibly be true. When I heard that it was, and here at Western Deep, I immediately instructed that it be dismantled."

"It has connotations reminding one of the gas chambers," Mr Bayley said.

He said the system had been designed specially for Western Deep Levels by the mines security service. He had no knowledge of systems at any other Anglo mines.

"Ten years ago it might have been effective although it was never used. During 1973 and in 1974 there was a lot of unrest and the first places that were attacked were the rooms and liquor outlets, so it must have been decided to surround those areas with teargas. However, since then we have had no violence here and they are no longer necessary," said Mr Bayley.

Other members of Mr Bayley's staff said in his presence that the teargas pods had been serviced regularly.

Reporters were shown the control point in the hostel manager's office where what was described as the master "red button" could be set off, triggering all the teargas pods around the hostel and administration area. They could also be triggered individually and monitored in the manager's office on a light panel.

Mr Bayley gave the assurance that all teargas systems on the mines under his authority had been dismantled, rebutting allegations by the National Union of Mineworkers that this was not true.

Reporters who visited the mines yesterday could find no evidence to contradict him. Anglo personnel allowed free access to all hostels and workers were interviewed at random.

The General Mining Corporation (Gencor) refused to name or grant access to the mine it admits has a similar system.

hannesburg said "It is absurd to hold a small group of journalists responsible for a profound political conflict that has been going on for more than a year, left 800 people dead and placed a third of the population under emergency rule"

David Allen, president of the Southern African Society of Journalists, which represents local reporters, says the curbs will do nothing to stop the conflict. "The violence will continue and intensify. The only difference is that we will hear nothing about it until it comes to our back door"

The Media Workers' Association of South Africa called on editors to stand up to government and defy the curbs

Both the US and British governments slammed the measures saying they would make a peaceful solution to the country's problems even more difficult to find

Apart from the TV and photographic ban, journalists will have to be accredited by either the police or the department of foreign affairs. Before moving into an unrest area, they will have to report to the local divisional police commissioner. Penalties for breaking the new rules include fines of up to R20 000 or 10 years in jail ■

THE BOESAK TRIAL

Court overruled

United Democratic Front patron and NG Sendingkerk minister Allan Boesak says nothing government does will surprise him, following the withdrawal of his passport this week — only hours after a Malmesbury magistrate agreed that it be returned

In an interview with the *FM*, Boesak said he was "shocked and angered" by the move which was confirmed by Home Affairs Minister, Stoffel Botha. It showed both "petty vindictiveness" and a contempt for the Rule of Law, says Boesak. "This is a serious reflection of the situation in which we find ourselves. It reveals the nature of the government, but I plan to fight the withdrawal"

While he has never expected too much from government, he at least expected some respect for the decision of a court. On the prospect of further action against him, Boesak says "One must expect anything from now on. I will not be surprised by anything the government might try to do. I was detained under Section 29 (of the Internal Security Act which allows for virtual indefinite detention). Due to pressure from our people here and outside, the government was forced to put me on trial on charges that smell. They then used the court to effectively put a banning order on me. When we successfully challenged the terms, they withdrew my passport anyway"

Boesak is facing subversion charges based on calls he allegedly made earlier this year for foreign disinvestment from SA, black consumer boycotts of white shops and school boycotts

After a month in jail without charge, fol-

lowing his arrest in August, he was released in September on bail of R20 000. His passport was also withdrawn, he was forbidden to address meetings other than church services, or talk to the press. He had to report daily to the police and was under virtual house arrest at night

The Malmesbury magistrate, W A de Klerk, agreed to Boesak's application that the bail conditions be relaxed. Although the amount of R20 000 was not altered, the only conditions imposed were that Boesak may not communicate with State witnesses, that he refrain from propagating boycotts or disinvestment and that he keep away from schools

After the hearing, Boesak started preparations to travel overseas where he was to have visited the Geneva offices of the World Alliance of Reformed Churches of which he is president, and the US, where he was due to receive the Robert F Kennedy Humanitarian Award on November 22

In motivating his decision to relax the bail conditions, De Klerk described Boesak as a man of "high political morals and ideals" whose principles would "urge" him to stand trial. De Klerk criticised the State's evidence in defence of retaining the original bail conditions. He said some of it was hearsay and of little evidential value, some was inaccurate, and some was a contradiction of earlier evidence

The court found that it was most improbable that Boesak would abscond and could not accept that public safety would be threatened if the bail conditions were relaxed

Commenting on the court's decision immediately after the case, Boesak said it was proof that South African courts were still able to give clear and independent verdicts. He said his confidence in the country's judicial system had been strengthened. "It gives me hope and courage for all the other cases with political connotations that are still before the courts," he said ■

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MINING INDUSTRY

Gas creates a stink

At least three mines, besides Anglo American's Western Deep Levels, have teargas equipment installed on their property for use in case of riots

These disclosures follow former Australian PM Malcolm Fraser's shock claim that equipment for pumping "disabling gas" through mine ventilation shafts into black living quarters had been installed at Western Deep

However, the three mining houses — Anglo American, Gencor and Anglovaal — have all stated that the systems were installed about a decade ago to protect lives and property as a result of serious tribal conflicts among workers on their mines. Western Deep Levels chairman Peter Gush says the system has not been used since 1975,

while Gencor and Anglovaal have said that their systems have never been used

While denying that Fraser's charges are accurate, an Anglo spokesman confirmed that the mine had a teargas system at its liquor store, hostel kitchens and administration offices. This was dismantled last week, he said

Anglo's disclosure was followed by an announcement from Gencor that it too has a similar (although smaller) system at one of its mines near Klerksdorp, which it has refused to name. And Anglovaal has now told the *FM* that single teargas cannisters are installed at the liquor outlets and dining rooms in three of the hostels at its Loraine mine near Allanridge in the Free State, and at four hostels at its Hartebeestfontein mine near Klerksdorp

Union incensed

Spokesmen for the other major mining houses — Rand Mines, Gold Fields of SA and JCI — have told the *FM* that they do not have any such systems on their mines

Notwithstanding these assurances, the revelations have incensed the black National Union of Mineworkers (NUM). Describing Fraser's comments as "no surprise" the union says that since it was formed it has tried to highlight "atrocities taking place in the mining industry" but few people have chosen to believe its claims. It says claims that gas is used to control riotous situations, tribal conflicts and protect mining property are "absolutely ridiculous"

Their primary purpose, the NUM says, is "to smash strikes undertaken by workers in pursuit of legitimate grievances". And it alleges that mining companies have been building stockpiles of ammunition and hardware to deal with strikes for a long time — as was made clear during the legal strike in September when workers were forced back to work at gunpoint

The union has also disputed an Anglo statement that the Western Deep Levels system was dismantled last week because it had fallen into disuse, saying it has information from its shaft stewards that this is not true

Anglo industrial relations adviser Bobby Godsell says the teargas system is "anachronistic". But he says it was installed 10 years ago when circumstances were quite different and there was no formal worker leadership to deal with. He denies that the system was designed to break strikes

As for the NUM's claims that the system has not been dismantled, he says the union should bring the matter up directly with the company. Says Godsell "I am quite sure we can demonstrate that it has been dismantled and we are open to discuss any other issues connected with our approach to security. Indeed, this is what collective bargaining is all about"

But, he says, there will not be a healthy situation on the mines until there is a move away from housing mineworkers in single-sex hostels or in company-provided accommodation. ■

NUM asks court to protect its members

(213) (43) Star 12/11/65
An urgent application was brought before the Rand Supreme Court today in which the National Union of Mineworkers (NUM) alleged in affidavits that members of the management of Marievale mine conspired to "kill or maim" union shop stewards

The NUM is seeking an urgent interdict restraining the management at the mine, which is owned by the General Mining Corporation (Gencor), from assaulting members of the union.

After employees at the mine went on a legal strike on September 1, they were purportedly dismissed, according to papers before the court. The mine was interdicted from unlawfully evicting workers from their accommodation at the mine

and, later, was ordered to re-instate them

Mr Exstewart Zwelake, a clerk at the mine, said in an affidavit that the assistant hostel manager, Mr F J Spamer, had called him into his office around that time. He alleged Mr Spamer told him that, if he ever saw Mr Solomon Nelani (branch chairman of the NUM) at the mine, he must "assault or kill him, if possible".

Later, Mr Zwelake recorded on tape an alleged conversation with Mr Spamer in which he repeated this instruction

A transcript of the alleged conversation was handed to the court

Mr Spamer also allegedly told Mr Zwelake to assault leaders of the NUM to drive them out of their hostels.

The hearing continues.

Order forbids assault of NUM members

CARL TIMES
12/11/85
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JOHANNESBURG.—A Rand Supreme Court judge yesterday granted an interim interdict restraining an assistant hostel manager and an Induna at Marlevale mine in Nigel from killing or assaulting members of the National Union of Mineworkers at the mine.

The order, which is returnable by February 11, follows an urgent application in the Rand Supreme Court yesterday by the NUM and two individuals: Mr Solomon Mlungisi Naleni and Mr. Ferguson Nofotyela.

The respondents are Mr Frans Johannes Spamer, an assistant hostel

manager at the mine, and a Mr Mpinga, a mine induna.

The respondents consented to the interim order without admissions of the correctness of the allegations in the application.

Mr Kenneth Mosime, acting general secretary of the NUM, said in papers before the court that the respondents were engaged "in a deliberate plot" to assault NUM leaders at Marlevale mine.

"This conspiracy involves putting together a 'team' to carry out assaults by attacking union leaders with knives

or burning them in the hope that other union members will leave the mine," said the affidavit.

He said wage negotiations between the NUM and Marlevale management broke down on September 1 when the miners went on strike.

Management at the mine dismissed almost the entire black work force and the NUM launched several urgent applications in the Rand Supreme Court to have the workers reinstated. All the applications were dismissed on October 31 but the Industrial Court ordered that workers be reinstated.

Mr Mosime alleged in his affidavit that Mr Spamer was determined to prevent Mr Naleni, a mine clerk, from returning to the mine.

"He has conspired to kill or seriously injure and cripple Mr Naleni," Mr Mosime alleges that Mr Mpinga was party to the conspiracy and had plotted to assault Mr Nofotyela.

● Mr W B Evans, chief executive, Gold and Uranium division, of Gencor, said in a statement in Johannesburg yesterday that Marlevale Consolidated Limited was not a party to the dispute arising from the application — Sapa

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Restraining order won by NUM

Death threats ^{shw}alleged by East Rand miners

By Andrew Beattie

A Rand Supreme Court judge yesterday granted an interim order restraining supervisory and managerial staff at Marievale Mine, on the East Rand, from causing injury or death to National Union of Mineworkers members at the mine.

Hostel manager Mr Frans Johannes Spamer and an induna, Mr Mpinga, have until February 11 to tell the court why such an order should not be granted.

Lawyers for the mine management consented to the granting of the interim order after affidavits and a transcript of a tape recording in which Mr Spamer told a mine clerk to "assault or maim" an NUM member, were given to Mr Justice Gert Coetzee.

In papers, it was alleged Mr Mpinga and Mr Spamer "embarked on and engaged in a deliberate plot to assault the union leaders at Marievale, one by one. This conspiracy involves, inter alia, putting together a 'team' to carry out the assaults by attacking union leaders with knives or burning them, in the hope that other union members will then leave the mine."

Mr Exstuart Zwelake, a clerk in the industrial relations office, was allegedly told by Mr Spamer that if he saw NUM branch chairman Mr Solomon Nelani at the mine he was to "assault or kill him if possible".
"I pretended to go along with this

because I wanted more information about what was going to happen to members of the union

"I was then and am now a member of the union, although I believe this was not known to Mr Spamer," Mr Zwelake said

Mr Zwelake tape-recorded a conversation in which Mr Spamer allegedly suggested he cut Mr Nelani's tendons so he would not be able to walk, or injure him with a knobkerrie

In an affidavit, Mr Nelani said during the September 1 strike at the mine he attempted to perform his function as union chairman at the mine but was refused access by mine management. He said he was forced to take leave during the strike

Later, Mr Zwelake told Mr Nelani that Mr Spamer had plotted to kill him (Mr Nelani)

On October 19, while Mr Nelani was walking at Marievale, he saw a car some distance away.

"Something warned me to look behind I saw this car had changed direction and was driving directly at me at high speed on the wrong side of the road," he said

"The car was accelerating I jumped out of the way and the car went past. If I had not the car would have struck me I could not see who was driving, but it was a white man"

After this incident, he said, he was "too scared" to go back to the mine

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ASSAULT PLAN ALLEGED

An assistant hostel manager and an induna at Marievale mine near Springs have been suspended from duty pending the outcome of a full inquiry by the company into the facts and circumstances which gave rise to Supreme Court action this week.

The National Union of Mineworkers (NUM) brought an urgent application in the Rand Supreme Court for an order preventing Frans Spamer and a Mr Mpinga from causing death or bodily harm to the NUM's branch chairman on the mine, Solomon Nelani, and a senior shaft steward, Ferguson Nofotyela, who were joint applicants in the case. The applicants requested that the order should also cover other NUM members at the mine.

This move follows the Industrial Court decision that several hundred employees dismissed during a legal strike at Marievale in September be reinstated (*Current Affairs* November 8).

In papers handed to the court on Tuesday this week, a clerk at the mine, Ex-stuart Zwelake, alleged that he had been

approached by Spamer and encouraged to "assault or kill" NUM branch chairman Nelani. Zwelake said Spamer told him that Nelani "had caused all the trouble at Marievale." Spamer allegedly made this suggestion on several occasions, once in the presence of the hostel manager. Zwelake claimed Mpinga was also party to some discussions.

According to the papers, Spamer was apparently not aware that Zwelake is a member of the NUM. Zwelake had only recently been transferred to Marievale and had not been involved in September's strike. Zwelake claimed he pretended to go along with Spamer in order to get more information out of him. Later, Zwelake discussed the matter with NUM officials and, after discussions with the union's attorneys, it was decided that he should tape record his next conversation with Spamer.

In an alleged transcript of a conversation between Spamer and Zwelake handed to the court, Spamer is quoted as saying "I don't want to promise you anything, but I'll give you something if

you f--- him (Nelani) up properly. But you must f--- him up good and solid. F--- him up in such a way, that he cannot walk again."

According to the transcript, Spamer later allegedly discussed forming a team of four or five people to beat up other people so that they would leave the mine. The transcript continues:

Zwelake: "You mean that we must kill them?"

Spamer: "Don't kill them. Just f--- them up. Moer them."

Zwelake: "But that Solomon?"

Spamer: "Well if you can send him away, very good."

On Tuesday afternoon, the court granted a *rule nisi* calling on Spamer and Mpinga to show cause by February 11 next year why an order should not be granted against them. Meanwhile, the *rule nisi* applies and the two respondents have undertaken to refrain from any action described in the interdict. The two men consented to abide by the interdict without admitting the allegations were true.

Gencor to ask for review on court

21/11/85
3. Day
rulings

Gencor is to ask for a review of an industrial court ruling ordering the Marleyvale mine temporarily to reinstate workers fired after a legal strike.

Gencor yesterday declined to comment on the Marleyvale case, but said it would take it on review to the supreme court.

CLAIRE PICKARD-CAMBRIDGE

"The judgement is a complex one and I fear employees may perceive that they cannot be dismissed."

He said that the judgment did not make any blanket rules, but concerned an alleged unfair labour practice in a particular case.

It showed that the court would look at circumstances and conduct in every case and that if an employer were to act unfairly, the workers could be re-instated.

He said the rationale behind the judgment was consistent with widely supported beliefs concerning the position of legal strikers.

But he believed it was an overstatement to believe large intrajobs had been made into managerial prerogative.

The principles applied in the case had not dramatically changed the current position.

They were an application of the rules of equity laid down by the industrial court in a particular set of circumstances.

Unions would be encouraged to follow legal channels and recognition agreements — which set down mutually acceptable procedures — would regulate the position of legal strikers more comprehensively.

The National Union of Mineworkers (NUM) said yesterday the court's ruling meant workers could see a legal strike as being legally permissible without fear of being necessarily liable to dismissal.

The NUM said it proved that unbending attitudes — sometimes governed by "exploitative motives" — could be met by the collective power of legal strikers.

NUM

THE PRESIDENT'S COUNCIL

Deracialising the economy

Yet another committee of the President's Council (PC) has come out strongly in favour of scrapping key aspects of apartheid. The report of the committee for economic affairs tabled at the council's plenary session in Cape Town this week says no one should be restricted from participating in the economy on racial grounds.

It proposes the scrapping or amendment of all apartheid measures preventing blacks, coloureds and Asians achieving full "equivalence" with whites in business. If accepted by government and implemented, the report could mean an end to apartheid in business. All business and industrial areas would be open to entrepreneurs of all races and they would be subject to the same standards and regulations.

The committee had been asked by President P W Botha to investigate a strategy for small business development and for deregulation.

Apart from slamming apartheid, the committee also makes sweeping suggestions to cut red tape in the small and informal business sectors (see *Business*).

The report follows a call in September by the PC's constitutional committee — later backed by the majority of the full council — to scrap influx control. The suggestion is being studied by government.

The economic affairs committee, under chairmanship of Francois Jacobsz, found that the Group Areas Act (GAA) as it affects the economic activities of Asian, black and coloured entrepreneurs "is in direct conflict with the objective of increasing the participation of economically less developed communities in the economy and of improving their perception of the merits of the free-market system."

Privileged access for white businessmen could not be reconciled with the nature of the market, which recognises only the ability to pay and the ability to supply, the committee said.

It recommends "That discriminating legislation applicable to businessmen of the Asian, black and coloured population groups be repealed or amended insofar as may be necessary to achieve a situation where all businessmen in South Africa operate their businesses in terms of procedures and subject to standards which are in all respects equivalent, providing that existing alternative standards which are less costly and more simple should be retained without distinction on the basis of race to take into account the needs of developing communities in South Africa."

The committee suggested the establishment of a technical committee with private-

sector representation under the Department of Constitutional Development and Planning to urgently investigate apartheid laws affecting business.

It lists seven apartheid measures which it said should be immediately investigated. These are:

- The Black Administration Act,
- The Black (Urban) Areas Consolidation Act,
- The Group Areas Act,
- The Community Development Act,
- Influx control,
- Real rights for blacks to own land; and
- Land use and (black) township establishment.

The committee effectively urges government to open all business and industrial areas and not just CBDs to trading by all races. It also rejects the "local option" concept being applied at present to applications for open CBDs. "This 'local option' as it exists in practice, although not on the statute book, could work against the participation of Asian, black and coloured business communities in those towns and cities where attitudes are not sympathetic to the accommodation in business of these communities," the report says.

It points out that in an economically integrated society, the economy is indivisible and group restrictions on access to business could hardly be regarded as being in the best interests of society as a whole and of the developing communities in particular.

It suggests that participants in the informal business sector (mainly in black communities), which provides employment for an estimated 2m people, be "nurtured" rather than "persecuted".

In particular, the committee recommended that "pirate taxis" be encouraged as a valuable means of transport and that regulations be eased to make licences and permits more readily available to operators.

Black, coloured and Asian residential areas should also be more carefully planned to make provision for properly structured trading areas in the same way that white areas are structured according to strictly enforced town planning schemes. ■

X FM 22/11/85
INDUSTRIAL COURT

The right to strike

The Industrial Court has handed down the long-awaited reasons for its decision to order the reinstatement of several hundred miners dismissed from the Gencor-managed Marievale mine during the legal wage strike in

September

The judgment does not lay down any specific guidelines which employers should follow in the case of a lawful strike. But it strongly criticises a number of actions taken by Marievale management and gives some idea of the general view the court is likely to take in similar circumstances.

On the merits of the case, the judgment rejects Marievale's argument that a reinstatement order would amount to giving employees a licence to strike. In fact, it contends that a reinstatement order may well convince



Miners ... rights reinforced

other employees who may be planning to strike illegally to rather use the conciliation procedures in the Labour Relations Act. It "may thus serve as a useful example to other employees on the mines."

In rejecting Marievale's contention that the National Union of Mineworkers (NUM) had failed to exhaust conciliation procedures before striking, the court points to conciliation board minutes showing that the union supported mediation and arbitration, while employers — through the Chamber of Mines — rejected the idea.

The court also rejects Marievale's allegation that the union had deliberately embarked on a process of confrontation "to show its members and the world it could bring the mining industry to its knees." This is "inconceivable," says the court, given that the union used all available dispute-settling mechanisms. In addition, the union did not call a strike at mines where a wage settlement had been reached. "This can hardly be said to be reconcilable with bringing employ-

ers to their knees," says the court

Observing that "there appears to be an obligation on parties to a dispute to adopt a *bona fide*, objective and flexible attitude," it describes Marievale's approach as "adamant, negative and uninspired"

The court also accuses the mine of adopting a paternalistic attitude towards its employees by unilaterally implementing wage increases and notifying workers that they faced dismissal should they strike

On the NUM's decision to strike, the court says the union "must have realised that no other options were available to it (and) subsequently resorted to strike action"

The judgment concludes by noting that

- Marievale paid little or no heed to the fairness of its actions,

- This is not conducive to generating conciliatory or sound industrial relations,

- The company did not reconsider the wage increases it implemented unilaterally, despite the fact that other members of the chamber did and although it had the financial means to do so,

- Two other Gencor mines reinstated dismissed workers but Marievale did not,

- Despite awareness of an agreement to the contrary between the union and other Gencor mines, Marievale continued evicting employees from its premises soon after the strike,

- The company breached the recognition agreement between the chamber and the NUM to which it is a party,

- The mine displayed an implacable attitude by its statement in court that no prospect for conciliation existed,

- Although the NUM branch chairman on the mine was on leave during the strike, he was dismissed, "a further show of unilateral high-handedness on the part of the company," and

- The union conducted a ballot and issued rules prior to the strike. The strike was conducted in an orderly manner

The judgment dismisses contentions made by Marievale that the NUM had no *locus standi* to act on behalf of its members in the case. It also rules against Marievale's claim that the Industrial Court did not have jurisdiction over the case because the Supreme Court had previously decided the dismissals were lawful. The function of the Industrial Court, it says, is to consider matters on the basis of fairness and equity, and it is the only South African court able to do this. Marievale has announced its plans to challenge this ruling in the Supreme Court ■

MINISTERIAL SACKING

Boetie bites back

Ebrahim "Boetie" Abramjee, the sacked former Budget Minister in the Indian House of Delegates (HoD), is threatening to pull the whole house down, and with it the credibility and workings of the tricameral system itself, if he is not given satisfaction over his minis-

terial demise

He believes that if his National People's Party (NPP), led by HoD leader and minister without portfolio Amichand Rajbansi, feels that he was right over his debacle with the State President, then it should at the least, "prorogue the HoD until a satisfactory response is received"

Another tactic, he believes, is for the HoD to block all legislation or refuse to pass the Budget, thus bringing the system to a halt — if only temporarily, since the President is entitled to rule without the other Houses

"This would be political suicide for the country's image abroad if the State President is seen to have these arbitrary powers in a so-called democracy," he explained

If this does not happen, one option open to him, he tells the *FM*, is to switch his membership — and that of a handful of other NPP MPs who support him — to the opposition Solidarity Party led by Jayaram Reddy. This would immediately make Solidarity the majority party in the HoD and neatly shaft Rajbansi and the NPP out of office. According to Abramjee, Solidarity have already offered him the chairmanship (*sic*) of the Indian Ministers' Council (Rajbansi's post) or "any post" he wants, if he joins them

That would really place State President P W Botha in a quandary. Would the President then simply side-step the Indian House, as he is entitled to do? And if so, what would remain of the already battered credibility of the tricameral constitution?

Abramjee, who says there has been an "elaborate and orchestrated plot" against him, further tells the *FM* he plans to make certain "political dynamite" revelations about government workings whose "constitutional repercussions could leave the whole tricameral system in chaos"

All this comes in the wake of Botha's dismissal of Abramjee, apparently for breaching Cabinet confidentiality by preempting Botha's announcement of the go-ahead on the R3.5 billion Mossel Bay gas extraction scheme which was known to be on the cards for at least a year — and which is set to be a boon to the depressed eastern Cape

The swiftness of Botha's boot (he telephoned Abramjee at his Port Elizabeth hotel at 8.15 am last Thursday to demand his resignation after Abramjee's remarks had appeared in the *EP Herald*) surprised most people and reinforced the notion that the President was gunning for the minister

The punishment seemed out of all proportion to the crime, which Abramjee rejects having committed. He was fired on the basis of "conjecture and conclusions" made by journalists

Rajbansi called it "a technical transgression rather than an act of dishonesty". It is the first time an SA minister of whatever description has been fired. Many have pointed out that Cabinet ministers have in the past committed breaches of form at least as serious, without being fired

Indeed, Abramjee, the controversial MP for Laudium who was elected on the strength of an uncommonly high percentage of so-called special votes in August 1984, tells the *FM* that Botha's action shows a "double standard" at least — and perhaps even a racial one

He asks why Information Minister Louis Nel, for example, was not sacked after his secret visit to Renamo bases in Mozambique

Abramjee, who is determined to remain an MP, was due to meet with Rajbansi as the *FM* went to Press, in order to decide his future with the National People's Party (NPP) which holds, only just, the majority in the HoD ■

HOUSING

Mixing it, slowly

A residential property development at the Strand (Cape), which will arise on white land re-proclaimed for coloured occupation, appears to be a significant softening of government's attitude towards providing areas for coloured housing and could be an indirect step towards non-racial suburbs

Although speculation that the development, to be called Southfork, would get the official go-ahead to be an "open" area has been disproved, it is understood that this is more because of the critical shortage of land in the area for coloured housing than due to political disapproval

Southfork is the first land provided for coloured housing in the Strand area for at least 15 years

The developer, Doug Harrowsmith of Cape Town, believes government's willingness to re-proclaim white land for sale to other groups opens the way for similar moves in other, as yet undeveloped, white areas

This would not only ease the shortage of land for coloured and Indian (and even black) housing, but also offer more wealthy people in those communities higher quality housing and a better environment than they have to put up with in many of the townships where they are now forced to live

Perhaps significantly, the development is located within Constitutional Development and Planning Minister Chris Heunis's Helderberg constituency. Heunis, probably the most reform-minded man in the Cabinet, has the odious task of administering the Group Areas Act (GAA), but he is understood to be taking keen interest in its modification. Coloured Local Government, Housing and Agriculture Minister, David Curry, is believed to be watching the development with equal interest

Southfork provides for about 300 plots. The development is aimed at buyers with R45 000 or more to spend. It is situated on the Gordons Bay side of the Strand in what is considered to be a good position close to the beach, shops and transport

The land is zoned a white group area. Harrowsmith applied to sell to coloureds and

LABOUR DISPUTES

Minister on review

The Department of Manpower (DoM) has given the National Union of Mineworkers (NUM) and Anglo American's Vaal Reefs mine new headaches in a dispute which is already very complicated

The NUM and Vaal Reefs are locked in a legal battle over four workers who were dismissed in April shortly after the massive

strike at the mine which led to the sacking of 14 000 black miners Earlier this year the mine was granted a *rule nisi* in the Supreme Court to evict the four from its hostels after its lawyers argued that their dismissal was lawful because they had breached their common law contracts of employment The full case will be heard next year

The union, in the meanwhile, launched an application in the Industrial Court to have the four reinstated on the grounds that their dismissal constitutes an unfair labour prac-

tice Vaal Reefs opposed the Industrial Court application arguing that the court did not have the right to hear the matter One of the points Vaal Reefs raised to support its contentions was that the Industrial Court is subordinate to the Supreme Court and cannot issue orders which would undermine the superior court's ruling (*Current Affairs* October 25) The court has rejected the mine's arguments and asserted its right to hear the matter This decision is being taken on review in the Supreme Court. Argument will

NELSON MANDELA

To release or not to release

FEATURE

If Nelson Mandela were to die in prison, many suspect that his death would unleash a degree of violent protest that would make the past year's townships mayhem look tame by comparison

At this stage, of course, government shows no sign of reconsidering its conditional offer of release Nor is Mandela likely to renounce violence as a means to an end if it were to tie his hands without necessarily holding out hope of meaningful political gain

Hypothetical as it is, the question is nevertheless worth examining What would happen if government were to accede to near universal demands and release the world's most famous political prisoner?

(It is worth recalling that some Cabinet Ministers, like Pik Botha, favoured releasing Mandela before the President laid down his condition)

Would his release check SA's endemic political turmoil — the root cause of our financial bleakness — and lead to a negotiated settlement? If Mandela were back in circulation, could he, Moses-like, contain the feral youth of the townships? Would relations between Mangosuthu Buthelezi's Inkatha and the ANC be patched up or precipitate a bloody, black power struggle? Would he automatically become head of the United Democratic Front (UDF)? What of Azapo's reaction? Would the ANC be unbanned?

A number of intriguing questions and scenarios present themselves

First, it is possible that government could simply release Mandela and promptly place him under house arrest This might reduce some of the world pressure on Pretoria for his release — for which there are now medical grounds

In fact, since Mandela's recent operation, one of the businessmen who visited the ANC in Lusaka a month ago, Premier's Tony Bloom, says he has now come round to the opinion that Mandela ought to be released "unconditionally, perhaps to another coun-

try" However, points out Institute of Race Relations Director John Kane-Berman, one of the reasons for government's reluctance to release Mandela may be a fear that he would go abroad, be feted by the UN and certain governments which might then recognise the ANC as the "sole and authentic" representative of the SA people, a virtual government-in-exile, which would be dangerous

Wits University's Tom Lodge adds that it would be difficult even for Margaret Thatcher, who refuses to meet Oliver Tambo, to refuse meeting Mandela

So long as he remains incarcerated, Bloom points out, Mandela is imbued with a kind of superhuman aura Bloom confirms that the ANC is very keen to see Mandela released Tambo signifies he will immediately relinquish the ANC presidency if Mandela is released The businessmen looked closely for signs of envy or rivalry on Tambo's part and saw none Kaunda, too, strongly urged them to "whisper to PW" the need for Mandela's release



Kane-Berman

It is difficult to predict what would flow from Mandela's release But despite the complexities involved it is a necessary political step for SA, says Kane-Berman You cannot eliminate the ANC by exiling it, he points out

According to Kane-Berman, Mandela is (ironical as it may seem) the most successful politician in SA of the last 20 years (the time during which he has been incarcerated) He hasn't made any mistakes He is clearly a figure of great political and symbolic importance If he were released, there would be enormous popular excitement

However, releasing Mandela might not be the "quick fix" many think it would be, cautions Kane-Berman Would he end up being a "seven-day wonder" and evaporate from the scene à la Swapo's Andimba Toivo ja Toivo?

This would depend on two things, says Kane-Berman One is lifting the ban on all

political parties, including the ANC, secondly, the degree of internal democracy within the ANC Assuming the ANC is de-restricted, it is possible that some of its exiled leaders would want to return home to SA, others, more militant, would want to remain on the outside Lodge doubts that Mandela's release would precipitate in the ANC any power struggles around a "national figure"

The key question, Kane-Berman observes, is *what would Mandela do?* What strategies would he pursue, and how would he begin to mobilise his followers in a way that can successfully bring government to a negotiating table — assuming negotiation rather than revolutionary violence would be the goal of a freed Mandela?

For this reason it would be important for the ANC to be unbanned so that it could contest the political marketplace and reveal its constituency To date, only opinion polls and received knowledge suggest that the ANC is the most popular organisation in the land

One outcome of Mandela's release could well be the intensification of traditional black nationalist rivalries The ANC and Inkatha are at each other's throats, so too are UDF and Azapo On the other hand, it may be assumed that an unbanned ANC would swallow the UDF which, except for its disavowal of violence, is a kindred spirit

It would be naive to assume that immediate calm would be restored in the townships, says Kane-Berman, who wonders whether the ANC's popularity would hold once the violence ceases and media coverage (which benefits the ANC) abates

Who is going to capitalise on the subsidence of violence, asks Kane-Berman, adding that the only certainty here is that both the ANC and Inkatha are key forces in black politics



Tambo

be heard in the near future

In accordance with standard practice, the NUM asked the DoM to appoint conciliation boards to consider the disputes at the same time as it launched the Industrial Court action

The DoM has now appointed three conciliation boards to consider the disputes long after the 30-day period the Labour Relations Act allows for such appointments. But it has thrown an additional spanner into the works.

The terms of reference of two of the boards, which each cover one of the four workers, include the consideration of an unfair labour practice. But the third, which covers the two other workers, cannot consider an unfair labour practice because the Minister of Manpower has chosen to exclude this from its terms of reference. This means that these two workers cannot approach the

Industrial Court for a final determination if their dispute is not settled in talks at the conciliation board

The NUM has decided to take the Minister's decision in respect of the third conciliation board on review to the Supreme Court. In the meantime, Vaal Reefs and the union have agreed to postpone the conciliation board talks until the review has been heard. They have submitted an application to the DoM for a 60-day extension of the boards. ■

ALTERNATIVE POLITICS

The weird turn pro

It was American Gonzo-journalist Hunter S Thompson who liked to remark "When the going gets weird, the weird turn pro." Now

the going in SA has certainly been getting weird, so it should not be surprising that some very peculiar plans for a future SA are being promoted in all earnestness.

The latest movement is called "South Africa '51" and is being promoted by the "Confederate Party of SA". It is the brainchild of a Benoni banker, Paul Moolman, and the main thrust is that SA must become the 51st state of the United States. Seriously. And he is now getting support from Dr John Hund of the Bophuthatswana University's Law School. Makes you think, doesn't it?

Says Moolman in his organisation's first newsletter "The recent bye-elections (sic) have shown a massive swing to the right, which increases the possibility of sanctions as well as the threat of confrontation. Due to the unrest, the white backlash is understandable, but time is running out for SA, so

(213) (140) Full 22/11/85

(211) (213) (18) FM 22/11/85

<p>LABOUR DISPUTES</p> <p>Minister on review</p> <p>The Department of Manpower (DoM) has given the National Union of Mineworkers (NUM) and Anglo American's Vaal Reefs mine new headaches in a dispute which is already very complicated</p> <p>The NUM and Vaal Reefs are locked in a legal battle over four workers who were dismissed in April shortly after the massive</p>	<p>strike at the mine which led to the sacking of 14 000 black miners. Earlier this year the mine was granted a <i>rule nisi</i> in the Supreme Court to evict the four from its hostels after its lawyers argued that their dismissal was lawful because they had breached their common law contracts of employment. The full case will be heard next year.</p> <p>The union, in the meanwhile, launched an application in the Industrial Court to have the four reinstated on the grounds that their dismissal constitutes an unfair labour prac-</p>	<p>tice. Vaal Reefs opposed the Industrial Court application arguing that the court did not have the right to hear the matter. One of the points Vaal Reefs raised to support its contentions was that the Industrial Court is subordinate to the Supreme Court and cannot issue orders which would undermine the superior court's ruling (<i>Current Affairs</i> October 25). The court has rejected the mine's arguments and asserted its right to hear the matter. This decision is being taken on review in the Supreme Court. Argument will</p>
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Of negotiation

Mine strike ruling heralds new era

Industrial relations practitioners yesterday received an in-depth briefing on the implications of a recent Industrial Court decision reinstating members of the National Union of Mineworkers who were dismissed for striking at Mariveale Mine Consultants. Mr Andrew Levy and Mr Johan Piron urged a more conciliatory approach to negotiating with trade unions, especially in dealing with strikes.

ANIRIEW BEAUFITTE

The strike had almost come to age as a legitimate worker response in redressing grievances, industrial relations consultant Mr Andrew Levy told delegates at a seminar yesterday.

Mr Levy said he detected "a beginning of the type of thinking we see overseas" in the approach of the Industrial Court to the case involving a strike by National Union of Mineworkers (NUM) members at Mariveale Consolidated Mines.

Employers had to accept that workers who went on strike after strictly adhering to legal channels were not being ungracious or committing a crime, but were acting in a legitimate way, he said.

The cause of the strike was a refusal to pay reasonable wages. This demand was "legitimate and reasonable in that

the existing wages in the industry, even after the increases conceded by the company, are unacceptably low", the court decided.

Reference to the "ulterior purpose of the union in approaching the court, to bring the mining industry to its knees" were "far fetched". The union would not have settled with the other mining houses, it found.

However, the court's decision did not entail a general prohibition on firing workers. The ruling applied to a specific case only and could not be interpreted as a sweeping precedent applicable to all strikes. Each case would be viewed individually to establish equity, Mr Levy said.

In ruling the dismissal had been unfair, the court said "A negative, uninspired and paternalistic approach

in a strike defeats the spirit of the Labour Relations Act and aggravates the labour relationship.

"There appears to be an obligation on parties to a dispute to adopt a bona fide, objective and flexible attitude in settlement negotiations," the court said.

It decided the union had acted in an institutionalised way as opposed to taking ill-considered and violent action.

The Hand Supreme Court ruling that the dismissal of the striking workers by the company was "lawful" under common law principles was rendered ineffective by the Industrial Court's decision, Mr Johan Piron, an industrial relations consultant said.

The employer could be compelled by a criminal sanction to reinstate the

workers and to compensate them for accommodation if it refused to allow them to live in the hostels.

This was because of differences between private and public law. In common law the right to strike does not exist. The Industrial Court, however had to exercise an equitable jurisdiction and in doing so ask whether the employer acted fairly, he said.

The company had regretted the willingness revealed by the union to resort to arbitration or mediation to resolve the dispute thereby revealing a plausible attitude, the court found. Because of this the union had no option available other than to strike.

"The court has jurisdiction after there has been an attempt at negotiating between the parties. It is long before the process got under way.

Rather than issuing ultimatums, disputing parties should adopt a conciliatory approach. The court is regarding the legislation in its broadest sense and will probably favour the party who has attempted to adopt these means," Mr Levy concluded.

not a case of whether you have the right but rather whether you should exercise it," said Mr Levy.

The important lesson of the Mariveale case was that negotiation during a strike was more important than the result from a legal point of view, Mr Levy and Mr Piron concluded.

Even if striking workers were dismissed, in the light of the Mariveale decision employers could not regard them with "disquieting indifference".

While the factor of legality in a strike was important, lawfulness of action was not enough - it also had to be fair, Mr Levy said.

Events leading to the Mariveale strike made it clear in future unions would ensure strike action was legal.

"The union's strategy was in place

● The NUM, in the first edition of its newspaper, NUM News, said mine managements had to realise dismissing workers did not solve their industrial relations problems.

The union's wage dispute with Genco, Gold Fields and Anglovaal remained unresolved, it said.

"We want serious negotiations on the removal of mining apartheid, starvation wages and improved health and safety."

Death toll²¹³
at ERPM^{30/11/85}
gold mine
now 12⁽²¹³⁾

The death toll at the ERPM gold mine now stands at 12. A mine spokesman said that two more bodies were brought to surface early today.

Five of the team of 20 who were working in the area — the south-east verticle shaft — are still unaccounted for.

They are missing 3 000 m underground after Wednesday's rockfall in the mine.

Rescue teams are working around the clock in an effort to find the missing men.

A spokesman said 10 miners' bodies and three survivors were brought to the surface yesterday.

Two of the survivors were in a satisfactory condition in hospital, the third miner was uninjured.

The spokesman said it had not been established how extensive an area had been affected by the rockfall. The mine is one of the deepest in South Africa.

Adams 3/10/84

Mine told to reinstate dismissed workers

Argus Correspondent

JOHANNESBURG — In one of its most significant rulings the Industrial Court today ordered Gencor's Marievale Gold Mine to reinstate black miners dismissed during a legal strike at the mine last month

Court president Dr Daan Ehlers said, in an order, that the mine must reinstate the miners and the number qualifying for reinstatement had to be agreed by the employers and the National Union of Mineworkers

The union originally applied to the court for the reinstatement of about 1 000 miners. The mine claimed not all the workers were union members, not all had been fired and not all were originally employed by the mine but the company agreed to negotiate over numbers

OPERATIVE

The mine indicated during the case that, if it lost, it would prefer to pay the miners involved rather than re-employ them. The mine had already filled vacant jobs with new recruits

The industrial court order becomes operative on November 1 but workers have 21 days in which to report for duty

Laywers for the union said today the order would mean that at least 500 miners would be granted relief

One lawyer said. "The court has not yet issued its reasons for the ruling and the full implications of the case will only become clear later. The implications are potentially far-reaching as far as the protection of workers on a legal strike is concerned"

LABOUR RELATIONS

Marievale's lessons

The implications of the Industrial Court's decision to order the reinstatement of several hundred workers dismissed at Marievale mine during the legal wage strike in September are still being weighed up

Marievale has taken the case, which was initiated by the National Union of Mineworkers (NUM), on review to the Supreme Court (Current Affairs November 22) But pending a possible reversal of the Industrial Court's decision, there are lessons to be learnt from the dispute and its aftermath

Last week industrial relations consultant Andrew Levy threw some light on the complex judgment at a seminar attended by industrial relations practitioners

Levy observed that the NUM had carefully planned its strategy and tactics in advance to achieve legal protection for the strikers Throughout the dispute the union built a picture of positive and reasonable behaviour This pattern seemed to prevail in court, rather than the other side's reliance on individual common law principles

Levy warned that other unions are likely to draw on the NUM's example "The court is clearly saying that the party which can demonstrate that it made serious attempts at conciliation in a dispute will receive its sympathy," he said

According to Levy, the judgment teaches the following lessons

- The decision does not entail a general prohibition on the right to dismiss lawfully striking workers Each case will be judged on its individual merits Nevertheless, the judgment is a major step toward providing some protection for strikers,
- The legality of the strike is important The court is unlikely to give protection to unlawful strikers,
- A lawful response by management is not enough Management conduct must also be fair,
- The way in which a dispute is handled is a crucial determinant It is important to be able to show that any breakdown in communication was due to the other side's intransigence,
- Mediation and arbitration must be seriously considered as a means of breaking a deadlock Many managements now use mediation as a tactic But the question of arbitration is a worrying one, says Levy Few companies would like to leave it to an outsider to decide how much it can afford to pay,
- Paternalism is a risky style of management Management must accept that a union

is a legitimate representative of the workforce and has an important role to play Attempts to bypass the union are inadvisable,

Care should be taken in making press statements These may be used against the interviewee in court later,

It is important to comply with the word and spirit of recognition agreements Most agreements have clauses containing sentiments about building up a constructive relationship between management and the union These are often included at the behest of management It must be remembered that the sentiment applies equally to both sides Most agreements also contain a so-called "peace clause" in which unions undertake not to strike until they have exhausted various conciliation procedures Where these clauses exist, they should be carefully re-examined because inherent in such clauses is the implication that once the procedures have been exhausted a strike will be countenanced, and

Managements should not take the attitude that strikes are over once strikers are dismissed Marievale was criticised for not responding positively to the suspension of the strike

Levy says the judgment indicates that the strike, as a legitimate worker response to a deadlocked dispute, is coming of age He advises managements to begin seeing industrial action in that light — as a legitimate part of the collective bargaining process

Marievale's urgent action to challenge the Industrial Court ruling in the Supreme Court has been postponed to January next year The company is asking that the Industrial Court's decision be set aside on the following grounds

- The NUM had no *locus standi* to act on behalf of its members in the Industrial Court,
- The court's decision was based on a misapplication of the law and gross unreasonableness, and
- The Supreme Court had previously decided the dismissals were lawful and the Industrial Court had no authority to override that decision

Respondents in the case are the President of the Industrial Court, court member D R van Schalkwyk and the NUM

6/12/87
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213

18/12/85 BUS DAY
130 100 210
1 500 on strike at mine
2/3

ABOUT 1 500 workers at the Randfontein Estates Gold Mining Company went on strike yesterday.

CLAIRE PICKARD-CAMBRIDGE

The strike follows the death of one worker and the arrest of others involved in a clash with police on Sunday

General manager of human resources for Johannesburg Consolidated Investment, Jeremy Nel, said he understood employees at Cooke Shaft No 1 had refused to go underground because they were demanding the release of workers arrested by the SAP.

Nel said Sunday's clash occurred when some mine employees had been met by the SAP who had been called by a shopowner to investigate an incident at a shopping complex off the company's property

He said the workers, who were striking

illegally, would receive a second ultimatum today if they did not return to work

A police statement said members of the SAP had been stoned by a crowd of blacks on Sunday. The police fired at the group with teargas and shotguns. One man was killed and 41 men were arrested. About 20 of the arrested men were wounded. A police spokesman said yesterday the arrested men would be charged with public violence

The National Union of Mineworkers is not recognised on the mine, but an NUM spokesman said management had tried to prevent workers going to the union meeting on Saturday by putting up roadblocks on routes leading to Cooke Shaft 2 and 3.

CAPE TIMES 10/12/85

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Arrests: Miners told to go back to work

Own Correspondent

JOHANNESBURG — About 1 500 miners at Johannesburg Consolidated Investments' Randfontein Estates gold-mine complex have been threatened with dismissal if they do not today end their strike for the release of a number of colleagues arrested on Sunday

At least one miner was shot dead and a number were injured and arrested on Sunday night when police fired on workers returning from a National Union of Mineworkers' meeting in Carletonville

Mr Jeremy Nel, JCI's industrial relations manager, said a number of mine employees from Randfontein Estates had met by policemen called out by shopowners

Mr Nel said an "incident" occurred resulting in one employee being shot dead, while a number of others had received injuries. There had been no "unrest" in the hostels

Following the shooting, the entire dayshift of Cooke shaft one — 3 000 workers according to the NUM, and 1 500 according to Mr Nel — refused to go underground

SURPRISE NEWS

Mines hit the hardest — new patterns and tactics expected in 1986

Strikes: a new intensity

By Sheryl Raine

Strike activity reached an all-time high during 1985, with the mining industry hardest hit, according to a review of the labour scene this year compiled by a leading industrial relations consultancy.

In its annual report on labour relations in South Africa, Andrew Levy and Associates said that despite major differences in the figures compiled by various strike researchers, there could be no doubt that the man-days lost through strike action in 1985 would significantly exceed the record levels of 1984.

Shifts in action

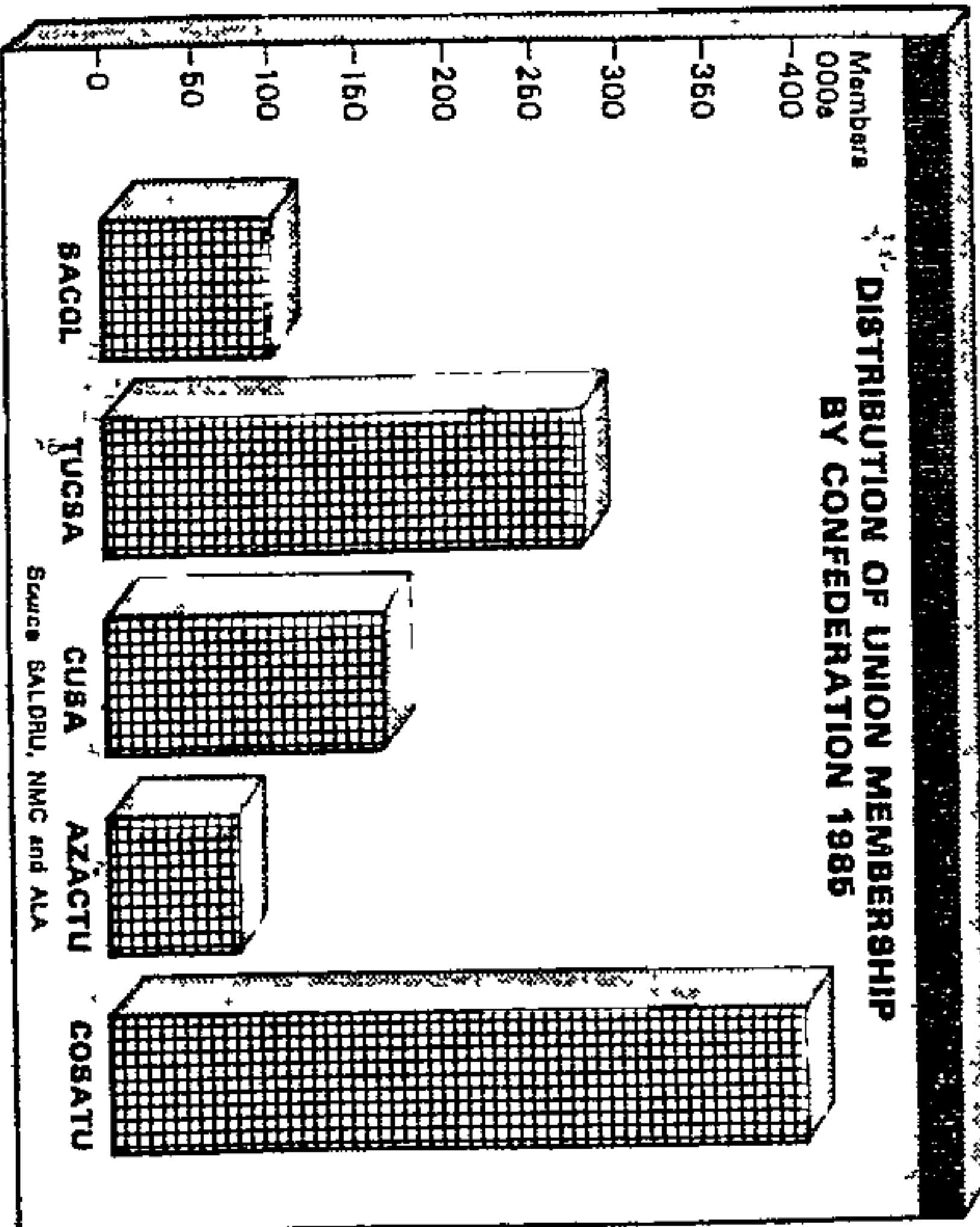
Final strike figures for 1985 are still to be completed.

During the last seven years the number of man-days lost due to strike action rose by 700 per cent.

The most strike-prone industries this year were motor, mining, metal, chemical and food. The most frequent issue which triggered strikes was wages.

Estimates of the number of man-days lost in the mining industry totalled 250 000.

But, next year, the SAIRR predicts important shifts in the pattern of industrial action. It was likely that for the first time in the five years starting in 1986, it is possible to see strikes for

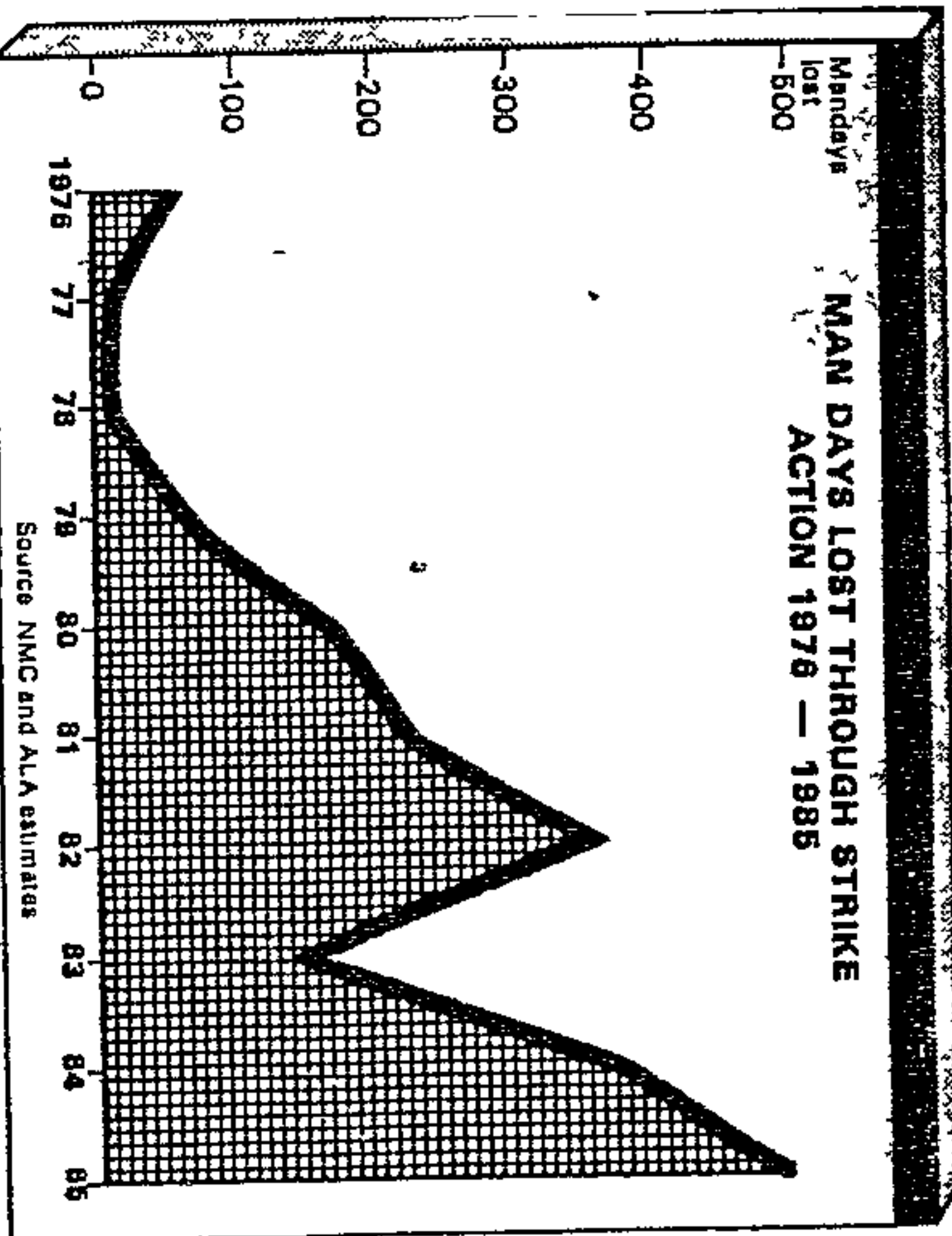


The number of members of the SA Confederation of Labour (Sacol), the Trade Union Council of SA (Tucsa), the Council of Unions of SA (Cusa), the Azanian Confederation of Trade Unions (Azactu) and the newly-formed Congress of South African Trade Unions (Cosatu).

ing more of a threat to unions than to employers.

"Firstly, we expect that for the first time in five years there will be a slackening off in the level of industrial action. It is likely that, with the possible exception of mining, man-days lost through strike action will moderate," the report said.

Employers would take a much firmer line when faced with



The number of mandays lost due to strikes in 1985 is expected to exceed the record high for 1984.

unlikely to continue next year. But disinvestment and international political and economic pressure would intensify and become more co-ordinated with the domestic labour movement.

Local stayaways and boycotts were likely to be employed more sparingly, but with greater accuracy.

The formation of the Congress of South African Trade Unions

(Cosatu) meant that in 1986 the largest labour lobby would be black for the first time in the country's history.

The report predicted that the new super-federation would put a strain on existing union leadership as leaders sought to maintain cohesion, and focus among affiliated unions with diverse political and tactical views.

19/12/85 BUS DAY
Foskor workers will not go

Business Day Reporter

MORE than 1 000 workers at the Phosphate Development Corporation (Foskor) in Phalaborwa are still occupying their hostels, after being dismissed last Thursday

They were fired when they downed tools to demand the reinstatement of 389 workers who were dismissed from Foskor in December 1984

Foskor MD John Stanbury said yesterday the corporation and the National Union of Mineworkers' (NUM) were negotiating an agreement

Talks on reinstating the 389 workers have deadlocked, despite several conciliation board meetings earlier this year At issue is

the cause of the 1984 strike

The union says the dismissals were unfair because workers were protesting at the arrest of NUM general secretary Cyril Ramaphosa Foskor believes the strike was planned before Ramaphosa's arrest

The NUM says 10 workers were injured when Lebowa police attacked them with batons and rubber bullets last week. It says workers were returning to their hostels 12km away in Lebowa, after mine security "harassment" prevented them going to work

Fired NUM

^{stop} strikers in ^{NUM}

^{19/12/81} hostel row ²¹³

About 1 000 members of the National Union of Mineworkers (NUM) yesterday barricaded themselves in their hostels after being fired by the Phosphate Development Corporation (Foskor) in Phalaborwa last Thursday, a union spokesman said.

The spokesman said last night management had agreed to refer the dismissals to mediation.

The strike was to back a demand for the reinstatement of 389 colleagues fired for striking last December.

The spokesman said workers had staged a three-hour stoppage on Thursday. Management promised to look into their grievance, but when workers tried to return to work they were harassed, he said.

Foskor's managing director, Mr John Stanbury, confirmed workers had been dismissed after going on an illegal strike. He said the union had informed management of the reason for the strike only after it had taken place. He said the company was negotiating a recognition agreement with the NUM.

The security assurance was conveyed by means of pamphlets — issued on behalf of a group apparently representing the Pretoria business community — dropped by helicopter over Mamelodi last week

The boycotts, in protest against the State of Emergency, the presence of troops in the townships and detentions under the emergency, began on December 2 in Pretoria and a week later on the Reef. They are due to end on December 31, unless they go the way of the eastern Cape consumer boycott which overran its deadline due to negotiation problems. The Port Elizabeth consumer boycott, which crippled many businesses in the city, was due to last for two months but ran for nearly five after boycott leaders were detained. The four-month-old consumer boycotts in Queenstown and Uitenhage have also continued longer than originally planned. A PE Chamber of Commerce spokesman said most small businesses which survived the boycott there had done so only by changing marketing tactics so as to reduce their reliance on black custom. In the two weeks since the boycott was suspended,



Black Sash's Duncan ... not the end of the boycott weapon

the swing seemed to be back to white traders, he said, mostly because of higher prices in the townships.

Boycott committees have prohibited any celebration during the boycott, including weddings, parties, home improvements and even the wearing of new clothes. There have been reports of women being undressed and searched by youths in the Soweto streets and of groceries destroyed by random groups of youths.

The Pretoria Consumer Boycott Committee (PCBC) has made urgent appeals to township youths not to harass shoppers after being inundated with complaints from black consumers. It has appointed "area committees" to ensure that people defying the boycott are not harassed, their wish is that the boycott be observed voluntarily. Marshals appointed by the committee are the only

people authorised to check if people are breaking the boycott and they had instructions not to destroy confiscated goods, the PCBC has said

But Black Sash president, Sheena Duncan, says it would be a mistake to put the success of the boycott down to intimidation as it seemed to be a much more deeply based and popularly supported action than some reports implied. "Whether or not this boycott is successful, I don't think it's the last time this powerful political weapon will be used," she said. ■

INDUSTRIAL COURT

More NUM victories

Four more cases arising from the dismissal of members of the National Union of Mineworkers (NUM) for participating in the lawful September wage strike at Gencor mines have been heard in the Industrial Court recently

This follows the court's decision that several hundred strikers had been unfairly dismissed by the Marievale goldmine (*Current Affairs* November 22). In the latest hearings, 74 workers at four mines have been reinstated

After a hearing on November 29, the court granted an order temporarily reinstating Emmanuel Mpetha, the chief NUM shaft steward at the Unsel goldmine. He had been dismissed for distributing leaflets detailing the union's "strike rules". The order was backdated to November 1

On December 10, after the union had closed its case, Matla Collieries agreed to a consent order in terms of which 11 miners should be reinstated. The order gives them 21 days in which to return to work

The following day the court heard an application for the reinstatement of 10 strikers at Transvaal Navigation Collieries (TNC). The company contested the case and on Tuesday this week the court ordered their reinstatement under similar conditions as in the Matla case

A further case heard on December 12 has led to the reinstatement of 52 Beatrix goldmine workers dismissed for "participation in events surrounding the strike". At negotiations between the NUM and the company at the court hearing, agreement was reached that the miners be reinstated subject to the right of the company to conduct disciplinary hearings into the conduct of the miners "if they still believe it to be necessary". The union will then be entitled to challenge any adverse findings in the Industrial Court. The 52 Beatrix workers (who include six of the seven union shaft stewards at the mine) are to receive three-and-a-half months' back pay

Meanwhile, a secondary dispute is brewing over the future of about 50 Marievale workers who returned to the mine after the Industrial Court's 21-day deadline. Marievale is refusing to re-employ them. But the

union claims the mine failed to give timeous notice to The Employment Bureau of Africa (Teba) of the miners' impending return. Without documentary clearance from Teba it is difficult for foreign workers to return to SA. About 400 others have been reinstated at Marievale so far

The Manpower Department, too, is responsible for a delay in the final resolution of this dispute. It is now three-and-a-half months since the NUM applied for the establishment of a conciliation board to consider the case, and no decision has yet been made — an unusually long delay

The Marievale case is one of the most crucial and controversial that the court has considered in its seven-year existence, and there is speculation that the department is thinking long and hard over its next move. A decision not to appoint the board would mean that the case could not be referred back to the court for a final order. This would doubtless unleash a stream of protest from some members of the industrial relations community, while the wisdom of the court's ruling has already been questioned by others

□ Another case arising from dismissals during the September wage strike, this time involving Anglovaal's Hartebeestfontein goldmine, is to be the subject of a test case on a vital point of industrial law

The company, the NUM and 23 of its members (the applicants), have agreed to apply for a final Industrial Court order for reinstatement in terms of section 46 of the Labour Relations Act. The case will then be postponed pending an Appellate Division hearing over whether the Industrial Court is entitled to rule in favour of the reinstatement of workers on the grounds of equity, when dismissal is justified in terms of common law

The Industrial Court has, on a number of occasions, ruled that it is entitled to do so, including in the Marievale case. Marievale has disputed this ruling and has taken the case on review to the Supreme Court over this issue, among others. A similar case involving the NUM and Vaal Reefs is also pending in the Supreme Court. ■

MULTIRACIAL BEACHES

Durban leaps in

Race barriers came down on four of Durban's beaches last week. As expected, the sight of multiracial crowds sunning themselves on Durban's Golden Mile stopped few people in their tracks

After three days of rain, the sun peeped out on Monday. Durbanites made the most of their public holiday and headed for the sea. At the newly enclosed paddling pool children of all complexions gaily splashed one another, a coloured man dozed belly-up in the sun, lovers promenaded and an African family, a little self-consciously, built a sand castle at the water's edge

OK - 20/12/88
213 (22) 1904

Sacked miners occupy hostel

From PHILLIP
VAN NIEKERK

JOHANNESBURG —
About 1 500 miners fired from Foskor's phosphate mine near Phalaborwa in the Eastern Transvaal have occupied their hostels in Namakgale, Lebowa, and are refusing to budge

A spokesman for the National Union of Mineworkers (NUM) said yesterday the workers had barricaded themselves into the single-men's quarters and were being fed and supported by local township residents

This was confirmed by Foskor's managing director, Mr John Stanbury, who said the workers had closed the gates with wire and shaft stewards were in control of the quarters

The workers were fired last week for refusing to go underground and demanding the reinstatement of 391 workers sacked a year ago for striking in protest against the detention of NUM general secretary Mr Cyril Ramaphosa

Mr Stanbury said the company had agreed to refer the dismissal of the 1 500 to mediation between Foskor and the NUM. He said that the mine — which has a workforce of 2 800 — was still operating at "full capacity" and that "those reporting for work have done a magnificent job"

Mr Stanbury said management would weigh up the forceful eviction of workers from the hostel very seriously

"We are trying at all costs to avoid confrontation which could spill into violence," he said

2/13 (S/S) (40A) (107) (11) 20/2/85 BUS DAY

Lebowa hostels still tense as sit-in continues

THE mine hostels in Namakgale, Lebowa, where dismissed Foskor workers are refusing to leave the premises, were reported to be tense yesterday.

A National Union of Mineworkers (NUM) spokesman said yesterday a strong police presence was being maintained near the hostels. But no further violence had been reported since 10 workers were injured in a clash with police last Thursday.

The sit-in at the hostels follows the dismissal of workers last Thursday after a stoppage to demand reinstatement of 389 workers fired after a strike at Foskor last year.

CLAIRE PICKARD-CAMBRIDGE

Foskor MD John Stanbury said the company was taking great pains to "avoid a tense situation igniting". Foskor was doing its utmost to see there was no further violence. There had not been any police action on company property.

The NUM said 1 500 Foskor workers had not worked since last Thursday, while management said about 1 000 employees were affected.

The NUM said Namakgale residents were supporting the strikers and had been providing food for workers remain-

ing in the hostels. Villagers were providing the dismissed workers with moral support and it was unlikely that Foskor management would find new recruits, the union said.

The two parties said yesterday they had agreed to mediation, but that acceptable mediators still had to be found.

The NUM also reported that about 135 workers at the Nuclear Fuels Corporation in Westonaria staged a five-hour work stoppage on Wednesday to demand re-instatement of two colleagues.

They returned to work and negotiations are continuing. Management was not available for comment yesterday.

1 500 sacked miners take over hostels

Mercury Correspondent

JOHANNESBURG— About 1 500 miners who were fired from Foskor's phosphate mine near Phalaborwa in the Eastern Transvaal have occupied their hostels in Namakgale, Lebowa, and are refusing to move.

A spokesman for the National Union of Mineworkers said yesterday the workers had 'barricaded' themselves into the single-men's quarters and were being fed and supported by people from the township

This was confirmed by Foskor's managing director, Mr John Stanbury, who said the workers had closed the gates and wired them up, and shaft stewards were in control of the quarters

The workers were fired last week for refusing to go underground, demanding the reinstatement of 391 workers sacked a year ago for striking in protest against the detention of NUM general secretary Cyril Ramaphosa.

The NUM spokesman said the miners, who stopped work on Thursday, were angry that the

dispute over the sacked 391 had dragged on so long and had not been resolved by conciliation board meetings.

He said the workers were receiving moral and material support from residents of Namakgale. The management was refusing to feed the workers.

Mr Stanbury said the company had agreed to refer the dismissal of the 1 500 to mediation between Foskor and the NUM.

The mine, which has a workforce of 2 800, was still operating at 'full capacity' and 'those reporting for work have done a magnificent job', he said.

The management would weigh up the forceful eviction of workers from the hostel very seriously

'We are trying at all costs to avoid confrontation which could spill into violence.'

