

MINING - STRIKES
1986 -
1987

130 000 in stayaway to mourn Kinross dead

SMR 1/10/80

More than 130 000 mineworkers in the Free State and Western Transvaal were observing a day of mourning today for those killed in the Kinross disaster

The National Union of Mineworkers' (NUM) call was also supported by black unions and political organisations

NUM general secretary Mr Cyril Ramaphosa said more than 120 000 workers in the Free State (which employes about 180 000) had not reported for work and 34 000 out of about 40 000 stayed away at Vaal Reefs near Klerksdorp

Other mines affected included Beatrix, President Brand, Western Holdings, Erfdeel, Saaiplaas and President Stein, all in the Free State. About 5 000 miners stayed away in Kimberley.

Organisations which pledged support in various ways included the Congress of South African Trade Unions (Cosatu), to which the NUM is affiliated, the United Democratic Front (UDF) the African Miners' and Allied Workers' Union, Soweto businessmen, the Azanian Peoples' Organisation (Azapo) and the Azanian Students' Organisation (Azaso)

Gencor, owners of Kinross, said workers wishing to stay

away could apply for a day's leave. The Chamber of Mines made a similar offer and suggested five minutes' silence at all member mines

Unions affiliated to Cosatu were holding hour-long commemorative services, with some strongly-organised member unions opting for two hours

A commemoration service was being held at the Cosatu headquarters in Johannesburg today. In Port Elizabeth Cosatu members were stopping work for three hours, in East London for an hour and in Uitenhage for 30 minutes

Cosatu has demanded no lost pay or victimisation for taking part in commemorations

The UDF said it stood by the NUM and Cosatu over their demand that unions be given a say in all matters related to miners' health and safety

Mr Sydney Mahlangu, secretary of the Greater Soweto Chamber of Commerce and Industries, said Soweto stores would close from 1 pm

Azapo publicity secretary Mr Muntu Myeza said the organisation offered its support and called on all students to support and observe the day "in whatever way they deem fit on their campus"

600 000 observed stayaway, say unions

By Mike Slluma

About 600 000 workers in various sectors of the economy yesterday responded to the call for a day of mourning to honour the victims of the Kinross mine disaster, according to union leaders

Yesterday also saw the biggest miners' stayaway in South Africa's history

The National Union of Mineworkers (NUM) had called on mine-workers to stay away from work for the whole day. It was supported by unions affiliated to the Congress of SA Trade Unions (Cosatu)

At a Press conference in Johannesburg yesterday, NUM and Cosatu leaders said about 600 000 workers had observed the day

NUM general secretary Mr Cyril Ramaphosa said that apart from the 325 000 mineworkers who took the entire day off, an estimated 275 000 organised by Cosatu affiliates on the Witwatersrand had taken part in stoppages of varying duration

Cosatu-affiliated unions in other industries commemorated the day in various ways — including lunch-time services

The independent Labour Monitoring Group (LMG) said 250 000 to 275 000 mineworkers boycotted work in the largest mines strike ever. In the Free State alone, 127 000 workers did not report for duty, said the LMG

Flag at half-mast

The LMG estimates that the stayaway cost the mines at least R8 million in lost profits

A five-minute silence at midday was observed by those who reported for work at Gencor mines and head offices. Senior Gencor executives lowered the flag to half-mast at head office at noon

On Anglo American gold mines, absenteeism ranged from zero to 100 percent. A significant number of employees did not report for work at seven of Anglo's 13 collieries

A Gold Fields spokesman said that at Clydesdale coal mine near Witbank, which employs 350 workers, there was a total stayaway

The NUM claimed mine security at the Kloof and Vaal Reefs mines had tried to force workers to go underground. A Kloof spokesman denied this, saying it was mine security's duty to protect workers

Anglo American, owners of Vaal Reefs, said mine security dispersed a group of "intimidators" preventing workers from reporting for duty. Mr Ramaphosa rejected this. He said Vaal Reefs management had, in fact, apologised after security personnel fired teargas at workers

R1,7-m goes to Kinross families

By Sheryl Raine

More than R1,7 million has already been allocated for the dependants of 164 of the 177 men who died in the Kinross mine disaster, according to the Rand Mutual Assurance Company

More applications for benefits are being processed

Mr WD Molteno, Rand Mutual's general manager, said the money was on its way to black families

This initial payout comes from a death benefits scheme administered for black employees by Rand Mutual. The 164 families should receive an average of about R10 845

The money has been sent to the Kinross mine for distribution to various depots of the Employment Bureau of Africa, which will then distribute it to dependants

Mr Molteno said benefits for the remaining eight black workers and five white workers who died at Kinross would be processed as quickly as possible

Pretoria Bureau

Police yesterday "removed" 72 shouting, placard waving mineworkers from the centre of Welkom

The workers, members of the National Union of Mineworkers (NUM), had joined the union call to stay away from work and mourn those killed in the

Welkom marchers 'removed'

Kinross mine disaster

A spokesman for Police Headquarters in Pretoria, Major Steve Venter, said the workers had moved into the town shouting and waving placards

He said the workers had not been arrested but rather "re-

moved from the town

Earlier reports alleged that 150 miners were arrested after marching from the President Stein mine to the union's offices

Thousands of mineworkers in the Free State and Western Transvaal observed the day of

mourning. According to NUM secretary, Mr Cyril Ramaphosa, more than 120 000 mineworkers in the Free State (which has about 180 000 mineworkers) had not reported for work. Various political bodies, political parties and other unions joined in the stayaway

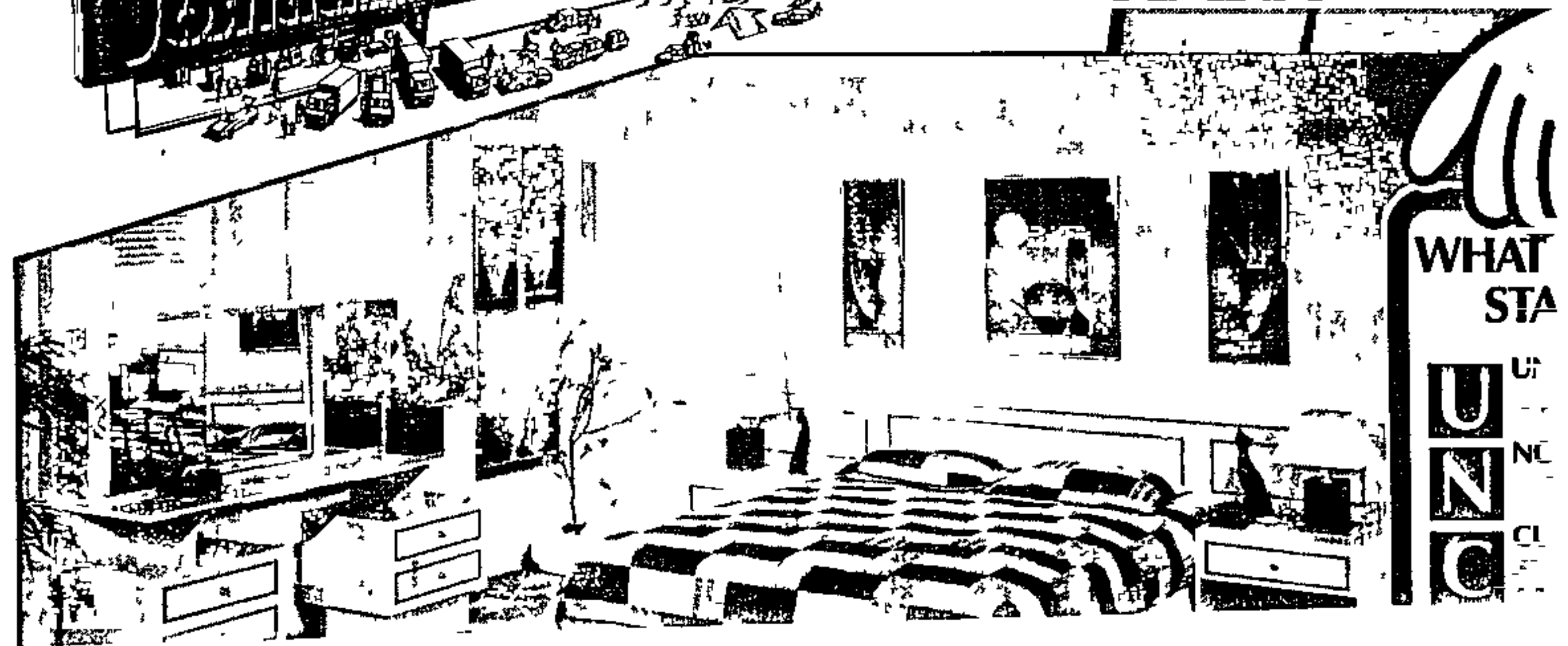
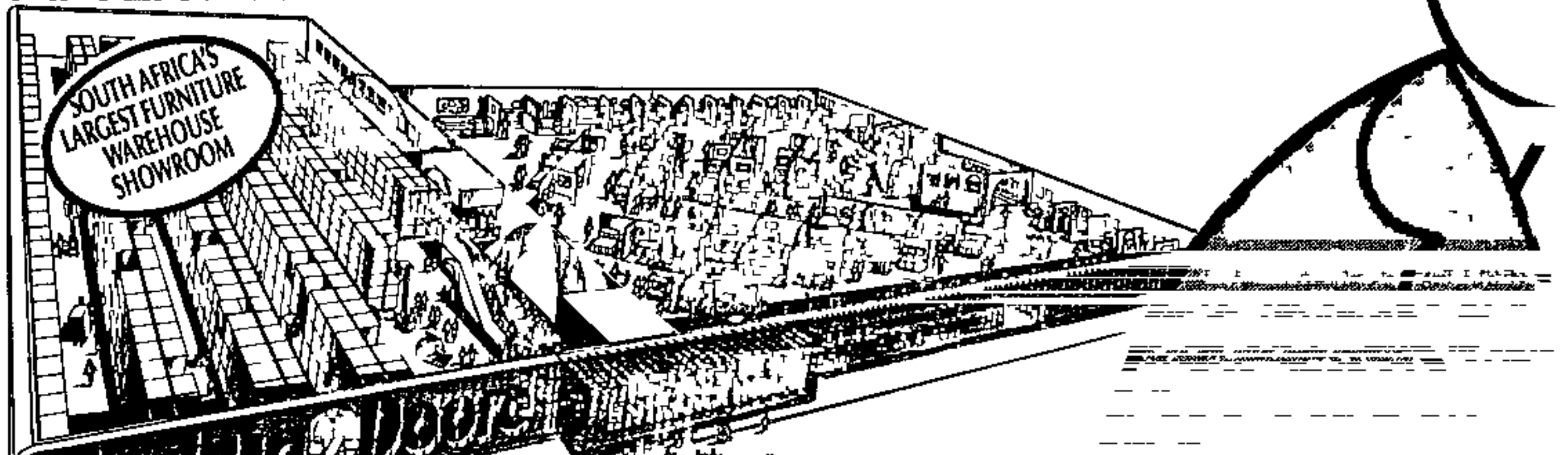


A single coffin draped in black was used to symbolise the 177 miners killed in the Kinross mining disaster during a commemorative service in Johannesburg yesterday. The service included a number of worker slogans and songs. Picture by Alf

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AFTER ALL WHAT ARE UNCLES FOR!!



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(2/3) 2/10/86

The Star Thursday

Pretoria Bureau

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A single coffin draped in black was used to symbolise the 177 miners killed in the Kinross mining disaster during a commemoration service in Johannesburg yesterday. The service included a number of worker slogans and songs. ● Picture by Alf Kumalo.

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SPAR

October 2 1986

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Stayaway seen as buildup to safety row

By Sheryl Raine

The one-day strike which affected many of the country's gold and coal mines yesterday reflected the growing confrontation on the mines over health and safety issues, according to the independent Labour Monitoring Group (LMG)

The LMG, comprising a group of academics who monitor labour matters, said that by any standards the strike was significant not only because of its impact on the mines but as a national, industry-wide stoppage over safety conditions

Yesterday's action called by the National Union of Mineworkers (NUM) could have a significant impact on the current wage dispute between the union and the Chamber of Mines an LMG spokesman said

"Yesterday's response to the union's call was the biggest the NUM has ever received and it comes at a time when there is union talk of a strike ballot following deadlocked pay talks"

The gold mining industry had a long history of bitter industrial conflict

White miners brought the industry to a halt in 1907, 1913, 1914 and hundreds died in fighting with security forces in the 1922 Rand Revolt

MOTIVATION

In 1946, 60 000 black miners out of 350 000 struck for five days for higher wages. Significantly, part of their motivation was a high accident rate

"Since the formation of the NUM there have been strikes in pursuit of wage claims in 1984 and 1985 with 70 000 and up to 40 000 being involved respectively

"Although the strikes focused on wages, health and safety issues have figured prominently in negotiations with the Chamber of Mines

"For example, during the 1986 negotiations, agreement was reached that employers would increase the allowance to cover the cost of transporting the bodies of dead miners back home

"Yesterday's strike involved between 250 000 and 275 000 people and is the largest ever to occur"

There had been a number of big mine accidents which had received publicity but by far the most deaths — on average 600 to 800 a year — occurred in small, fatal accidents

"It is not then surprising that NUM has declared health and safety a priority for the union"

A feature of the emerging black trade union movement was the ability of certain unions to organise stoppages on a national scale

According to LMG figures yesterday's stoppage was the largest national industrial stoppage yet to take place

250 000

miners

in NUM

stayaway

Cape Times 2/10/86

213

AT LEAST a quarter-of-a-million miners stayed away from work yesterday in a massive show of support for the call by the National Union of Mineworkers that October 1 be marked as a day of mourning for the 177 victims of the Kinross Mine disaster

This is the largest stayaway ever in any single industry and the independent Labour Monitoring Group (LMG) estimated the stayaway cost the mines at least R8-million

There are claims that another 225 000 workers in other industries — mainly in Congress of South African Trade Unions-organized factories — took various lesser forms of action

The NUM claimed yesterday that 325 000 members had observed the call NUM general secretary Mr Cyril Ramaphosa said memorial services had been held "at virtually every mine where the union has a strong presence".

According to figures supplied by the six big mining houses, 250 000 miners stayed away from work. A Gencor spokesman reports that about 70 percent of the 97 000 workers on the company's gold mines and 50 percent of the 14 000 colliery employees "availed themselves of the offer to take the day off".

Several incidents were reported, mainly from the Transvaal. In some of these

● NUM press officer Mr Marcel Golding claimed that at the Kloof Gold Mine security men tried to force workers to go underground. A Kloof spokesman denied this.

Mr Ramaphosa said workers singing in the hostels at No 9 shaft at Vaal Reef were teargassed by mine security. "Some were injured but I'm not sure of the exact number."

Anglo American, owner of Vaal Reef, said mine security had dispersed a "group of intimidators" preventing workers from reporting for duty.

Mr Ramaphosa alleged that at Welkom, 152 workers were arrested while going to the NUM union office to attend a service.

A spokesman for the Police Public Relations Division confirmed there was a march involving about 150 workers. He said the march was "turned back", but could not confirm any arrests.

Mr Ramaphosa said one worker was seriously

From Page 1

Stayaway

injured during a service at Winkelhaak Mine when "Gencor mine management sent in the (mine) police who teargassed the workers".

Mr Harry Hill, spokesman for Gencor, said mine security used teargas to disperse an "illegal meeting" at Winkelhaak Mine after numerous requests had been made for the workers to disperse.

● In Cape Town, workers at between 30 and 40 Cosatu-organized factories are believed to have held work stoppages ranging from five minutes to an hour, although unions were last night still awaiting reports from their branches for accurate figures.

In the Cape Town docks, about 350 members of the Transport and General Workers' Union observed stoppages, while at Nampak Paper, about 70 workers stopped work from 12.45pm to 1.45pm.

At Nampak Recycling the hour-long stoppage was taken at 7.30am by all 144 workers at the factory, a spokesman for management confirmed.

● Memorial services were held at the universities of Cape Town and the Western Cape.

About 1 000 students attended a joint National Union of South African Students (Nusas) and Azanian Students' Organization (Azaso) lunchtime meeting in the Molly Blackburn Memorial Hall at UCT, while Dr Allan Boesak spoke at UWC.

High-school children from Athlone, Guguletu, Nyanga and Langa attended the memorial services at UCT and UWC at the invitation of the universities, and the UCT meeting was also addressed by Cosatu and United Democratic Front speakers.

● The University of the Witwatersrand officially observed a minute's silence at noon in sympathy with the mineworkers. Lecturers were asked by the university administration to interrupt their lectures for this purpose.

● In Port Elizabeth, a preliminary survey of Cosatu-organized workplaces showed that workers at almost 50 percent of them had observed the stoppage.

● In Natal, workers at most Cosatu-organized factories stopped work at midday, although no immediate figures were available as unions awaited reports from their branches.

In Durban last night, a large crowd attended a special prayer service for the Kinross disaster victims.

● About 35 senior Gencor management personnel held a short prayer service at lunchtime to mark the official day of mourning. Gencor's executive chairman, Mr Derek Keys, concluded: "God bless Africa, guard her children and her rulers and give her peace." — Staff Reporters, Own Correspondent, Sapa and UPI

To Page 2

cap. 2015
Sasol 23/7/86
miners in
illegal (213)
strike (182) (183)

Labour Reporter

AN estimated 3 000 of the 8 000 workers at three of Sasol's Secunda collieries began an illegal strike on Sunday evening to protest against management's proposed annual wage increase, according to a Sasol spokesman.

Sasol and worker representatives have been conducting talks continuously since the strike began and by yesterday morning only 800 workers at one mine were still refusing to work.

Although Sasol's offer of a minimum wage of R223 a month is thought to be the main cause of the action, workers have also expressed dissatisfaction in other areas, the spokesman said.

The workers, represented by the Chemical Workers' Industrial Union (CWIU), are demanding a minimum wage of R312 a month.

According to the spokesman, management has agreed to discuss worker demands with the union and worker representatives as soon as the strike is called off.

Sasol is also involved in a dispute with the CWIU over a minimum wage for workers at its refineries.

The CWIU is a Cosatu affiliate and may not be quoted in the Western Cape.

NUM's move fuels mine strike fears

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CLAIRE PICKARD-CAMBRIDGE
and SIPHO NGCOBO

FEARS of a widespread mineworkers' strike have been fuelled by the National Union of Mineworkers' (NUM) decision yesterday to declare a wage dispute with the Chamber of Mines.

The NUM, which is demanding a 30% wage increase and improved conditions of employment, yesterday rejected the chamber's offer of increases ranging between 15% and 20% on minimum chamber rates.

The NUM claims the support of nearly 300 000 signed-up members on gold mines and collieries. But according to the Chamber of Mines, considerably less than 150 000 are in bargaining units legally affected by the negotiations.

A NUM spokesman said the union would apply to Manpower Minister Pietie du Plessis for the appointment of a conciliation board to resolve the dispute. The minister has 30 days in which to appoint the board.

At a meeting with NUM yesterday, chamber representatives undertook to inform their principals in the industry

of issues raised by NUM regarding the state of emergency and the detention of union leaders.

There are several issues which could upset the negotiations before legal dispute resolution procedures have been exhausted.

The union warns that workers are becoming increasingly militant about the detention of senior officials, the number having risen to 13 yesterday. NUM said mineworkers were planning strong protest action against the detention of leaders. The plans cannot be reported because of media restrictions.

It is also feared that any move to detain NUM general secretary Cyril Ramaphosa and NUM president James Motlatsi on their return from Britain would spark widespread action on the mines.

The two leaders made a dramatic

● To Page 2



Widespread mine strikes feared

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appearance at the British mineworkers' conference in South Wales on Tuesday, after spending two weeks in hiding in SA. They allegedly told the conference they had slipped out of SA and were not sure if they would remain free on their return.

A Ministry of Home Affairs spokesman has dismissed claims that Ramaphosa and Motlatsi slipped out of SA. He said the two had left SA legally on valid documents on June 27.

MARGARET SMITH reports from London that Ramaphosa and Motlatsi

met Labour Party leader Neil Kinnock and executive members of the Trades Union Congress (TUC) on Tuesday.

Kinnock underlined the Labour Party's full backing for the NUM and praised the courage of the two visiting leaders.

A Bureau for Information spokesman declined to comment on the two leaders' claims, adding that no-one had said they were wanted by the police.

● From Page 1



CAPE TOWN'S
5/7/86

1/20/86
213
3/27

2 000 miners strike over NUM detentions

JOHANNESBURG — An illegal strike by about 2 000 miners yesterday continued for the second day and brought four diamond mines belonging to De Beers to a standstill

A company spokesman said about 1 950 miners — the entire black workforce — were on strike at the four Kimberley mines over the detention of trade union leaders

Several hundred union leaders, including some officials of the National Union of Mineworkers, are believed to have been detained since the state of emergency was imposed three weeks ago

The authorities have declined to identify those held or say how many people have been rounded up

De Beers said the strike was directly related to the detention of officials of NUM, South Africa's largest and most powerful black union

The spokesman said three other De Beers

diamond mines in other parts of the country had not been affected

Strikers were calling on management to help win the release of the unionists, the spokesman said

He said the company had already urged the Minister of Law and Order, Mr Louis le Grange, to free NUM officials so they could take part in wage negotiations

In addition to the demands over the detentions, he said, employees were demanding pay increases backdated to May 1

"The increase had not been agreed on by this date as the NUM's wage requests were only received on Monday, June 30, and negotiations have not yet begun

"The delay arose from the need to finalize a recognition agreement for the Kimberley and Finsch mines, which has now been concluded, although signature of the agreement is still out-

standing in the enforced absence under the state of emergency of responsible union officials

"The wage discussions are continuing," the spokesman said

The comments by the NUM have been withheld in terms of the emergency regulations

Margaret Smith reports from London that two NUM leaders, general secretary Mr Cyril Ramaphosa and president Mr James Molatsi, flew back to South Africa yesterday

'Fears'

Because of fears that they might be detained when they landed in South Africa, the British TUC asked the labour attache at the British Embassy in Pretoria to meet the two men at Jan Smuts Airport

Last night a TUC spokesman said Mr Ramaphosa and Mr Molatsi had arrived safely and had returned to their homes — Sapa

Argus 7/07/86
**15 killed in
OFS mine (213)
'faction fight'**

The Argus Correspondent
JOHANNESBURG — Fifteen mineworkers have been killed and 13 injured in fighting at Gencor's St Helena gold mine near Welkom.

A Gencor spokesman said the 15 mine employees were killed in "alleged faction fighting" at the No 4 shaft hostel.

Trouble erupted after the fatal stabbing of a man on Saturday evening. There was more fighting on Sunday afternoon when Transkeian and Basotho workers clashed with home-made weapons.

"Thirteen employees were injured and are being treated at the St Helena mine hospital," the spokesman said.

"Security personnel have restored calm at the hostel, while the assistance of representatives of the Lesotho and Transkei governments is being obtained to maintain the present peace."

Families of the dead were being notified. Production at the mine was normal today.

Argus: 7/07/86

Thousands go slow as miners' protest grows

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The Argus Correspondent
JOHANNESBURG. — At least 7 000 black mineworkers today staged strikes and go-slows on one gold, two coal and four diamond mines as protest mounted against the emergency detention of union officials.

Latest estimates by the independent Labour Monitoring Group put the total number of union officials and members in detention at 1 537, including 18 officials of the National Union of Mineworkers (NUM)

Anglo American announced today the indefinite closure of the Number 7 shaft of its Free State Geduld gold mine because of unsafe working conditions due to go-slow strikes by 3 000 black mineworkers.

Production at the mine's Number 4 shaft was also affected by go-slow action today, involving 2 500 workers, an Anglo spokesman said

Remain closed

The go-slows began on Friday. The Anglo spokesman said employees had been informed the shaft would remain closed until there was a return to normal working practices

The NUM said about 8 000 workers were involved in go-slow actions at several shafts at Free State Geduld. NUM was trying to get negotiations going with the company after talks broke down

At two eastern Transvaal collieries, Gencor's Grootvlei mine and Anglo's Kriel property, workers were today involved in short-shift action, the NUM said. The companies concerned could not confirm this

In Kimberley, 1 950 NUM supporters are still on strike at four De Beers diamond mines. The strikes began on Thursday with workers demanding the release of NUM officials detained under the state of emergency

Meanwhile the president of the NUM, Mr James Motlatsi and general secretary, Mr Cyr-

il Ramaphosa have returned to South Africa from Britain where they attended a British NUM conference and met Labour Party leader, Mr Neil Kinnock

They were met at Jan Smuts Airport on Friday by British diplomats after they had expressed fears that they may be detained.

And the International Metalworkers' Federation — with 14 million members worldwide — has asked affiliates to press companies operating in South Africa to pay members and office-bearers in detention

IMF affiliates include some of the largest unions in South Africa's major trading partner countries including auto workers, machinists and steelworkers in the United States, engineering, car, steel and technical unions in Britain

The IMF requirements for companies operating in South Africa include full pay for detainees for the full period of detention and that employers do not dismiss workers detained under the emergency — The Argus Correspondent and Labour Reporter

● Crucial wage decision — Page 6

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15 die in Free State mine clash 213

SPAR 7/2/76
Fifteen black mine workers were killed and 13 injured when fighting erupted at Gencor's St Helena gold mine, near Welkom, at the weekend.

A Gencor spokesman said the 15 died in faction fighting at the No 4 shaft hostel after trouble erupted over the fatal stabbing of a man on Saturday.

"The assistance of representatives of the Lesotho and Transkei governments is being obtained to maintain the peace."

Production was normal today.

213 BUS DAY 8/7/88

Detention of trade unionists lead to protest action by 16 000 miners

INDUSTRIAL action by mineworkers yesterday saw at least 16 000 workers on eight mines allegedly protesting at the detention of union leaders

The affected mines were four De Beers' diamond mines in Kimberley, Amicoal's Kriel colliery, Free State Geduld and Gencor's Marnevale and Grootvlei mines

National Union of Mineworkers' (NUM) Press officer Marcel Golding said workers were "immensely concerned" because mine bosses appeared to be taking the detentions of union leaders "so lightly"

He said public utterances of mine employers had been too mild when they could have been pressuring government for the unionists' release

Gencor said about 6 500 miners at Grootvlei gold mine near Springs and 1 250 at Marnevale gold mine near Nigel had worked only half-shifts on the Sunday night and Monday morning shifts

NUM said the actions were a protest against the detention of union leaders

CLAIRE PICKARD-CAMBRIDGE

But Gencor said the workers had given no reasons for their action

Gencor spokesman Naas Steenkamp said the company had earlier undertaken to talk to NUM about the union's (not to be confused with Gencor) proposals on the detentions

De Beers said discussion were continuing with worker representatives at four diamond mines near Kimberley where strikes involving 1 950 workers had begun on Thursday

Early indications yesterday were that about one-third of the strikers had returned to work

An Anglo spokesman said 5 500 workers had been staging a go-slow at the Free State Geduld mine near Welkom

He said the No 7 shaft at Free State Geduld had been closed on Sunday

This had affected 3 000 workers because of the unsafe working conditions caused by the go-slow

Management did not know the reasons for the action, he added

NUM said about 8 000 workers were involved in the go-slow

About 1 000 workers at Kriel colliery near Witbank are reported to have been working half-shifts, said the union

Industrial action was confirmed by Amicoal which did not reveal the number affected

Fifteen employees at Gencor's St Helena gold mine at Welkom were killed in alleged faction fights at the No 4 Shaft Hostel over the weekend

The trouble is believed to have started after the fatal stabbing of a man on Saturday evening

CAA Trans 10/7/86
Miners go back to work

Own Correspondent 213 ~~213~~

JOHANNESBURG — About 2 000 striking workers at five De Beers mines near Kimberley resumed normal operations yesterday following assurances from the company that it was making representations to the government about the position of detained employees

A company spokesman declined to disclose whether any meetings with the government were being planned

De Beers chairman Mr Julian Ogilvie Thompson telexed the government last month to call for the release of detained union leaders

Gencor said yesterday that normal working procedures had been resumed at all its mines

Amcoal said work stoppages at its Kriel colliery continued yesterday, while Anglo American said its Number Four and Seven shafts at the Free State Geduld gold mine near Welkom remained closed following a go-slow by 5 500 workers

Tuesday July 15 1986 3

BRIEFS

Four dead and one hurt in mine troubles

JOHANNESBURG — Four employees at Western Holdings No 6 shaft hostel have died and another was injured in three separate incidents, an Anglo American spokesman has said

He said the incidents took place in the hostel on Thursday, Saturday and Sunday night and police were investigating

- Sapa

7
17/7/86
213

16/7/86 S.M.R.

213

Swazi shake-up was more a Cabinet reshuffle

The Star's Africa News Service

MBABANE — Top ministerial changes in Swaziland last week could best be described as the shake-up that wasn't.

However, that is not to say that the reshuffle was a non-event.

Observers say it has consolidated members of the Cabinet who support Prime Minister Prince Bhekimpi.

The shake-up had been on the cards for months, long before the coronation of the new King Mswati at the end of May, and speculation was then that at least four Ministers would be removed from the Cabinet altogether, and that even the Prime Minister himself might be affected.

In fact, only one new Minister has been appointed. He is Mr S Sibanyoni, who became Minister of Foreign Affairs.

Only one ministry — education — was vacant at the time of the shake-up and this was because the incumbent had, to the embarrassment of his colleagues, been convicted and jailed for perjury in connection with evidence given by him during a civil case in which he was sued by his ex-wife for failing to pay maintenance.

MOVED AROUND

Other Ministers were simply moved around the board.

One new ministry was formed — Minister in the Prime Minister's Office — and this was given to Mr Mmlangano Matsebula, former Minister of Labour.

He and chief Siphon Shongwe, the former Minister of Works and Communications, who became Minister of Health, owe their allegiance to Prime Minister Bhekimpi on a traditional level. They are both minor traditional leaders in an area controlled by the Prime Minister.

The new Minister of Foreign Affairs, Mr Sibanyoni, is a particularly interesting appointment.

He succeeds Mr Mhambi Mnisi, who became Minister of Natural Resources.

Mr Mnisi is an articulate, ebullient character, who used to delight many Swazis with the colourful, and sometimes fanciful, remarks he made in meetings with visiting foreign diplomats.

FORCEFUL

His successor, Mr Sibanyoni, is a more substantial figure. He has had a long career in politics as well as recently being a forceful head of the civil service.

His enthusiasm as a part-time army officer is often quoted as an indication of his firm belief in discipline.

Other Ministers moved sideways in the reshuffle have made less impact.

Mr King Mtetwa, former Minister of the Interior, and now Minister of Works and Communications, was once told by the Cabinet to take leading members of the Press to task for some error of omission or commission in the performance of their tasks.

When senior members of the media assembled at his offices, he backed down and called in the Foreign Affairs Minister to deliver the reprimand.

ANGRY

Open politicking is frowned upon by Swaziland, but it is widely believed that Prince Gabhini, a prince of the highest royal blood, had hoped to be placed in the long-rumoured reshuffle.

He lost his ministry — Home Affairs — and positions of power about three years ago, when there was bitter infighting in political circles.

Observers here say that his supporters are angry and disappointed about his omission.

At about 8 pm on the night of July 10, a Cabinet office messenger was sent out to find a Swazi television announcer to read out the changes over the local station.

He had finished work, and was eventually traced to his favourite hostelry and hustled back to the studios.

The Cabinet reshuffle was finally announced over TV at 10 pm, not normally regarded as peak viewing time for news bulletins.

The suggestion being made about this rushed operation is that there was some concern about objections, and the announcement had to be made public at the earliest possible moment.

Where those objections might have come from is, as is often the case in Swaziland, open to speculation.

Secunda coal miners on strike

By Mike S...
22/7/61

About 4 000 coal miners are on strike at Sasol's Secunda Colliery in support of wage and other demands, the Chemical Workers' Industrial Union (CWIU) reported last night

A union spokesman said the stoppage was part of continuing industrial action which followed a deadlock in wage negotiations between the CWIU and Sasol

The talks involved more than 14 000 workers at the Secunda collieries and the Sasol 2 and 3 re-

finery plants The union had applied for a conciliation board last week

The workers were also demanding the lifting of a ban on all meetings of the Congress of SA Trade Unions, to which the CWIU is affiliated

OTHER PROTESTS

Sasol's media manager, Mr Jan Krynauw, could not be reached for comment last night, but has previously said it would be premature to comment while negotiations were in progress

In addition to yesterday's action, said the

CWIU spokesman, there had been stoppages and other forms of protest since last week

On Monday miners at one of the collieries' shafts had stopped work for about six hours

Sasol 2 and 3 plant workers had ceased work on Thursday after management indicated they would implement a new wage rise from July 1, even though talks with the union were continuing Management had subsequently undertaken that the raise would apply only to non-union members

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CAPE TOWN 3/7/86

NUM in dispute with chamber

213

LABOR

EP

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers yesterday declared a dispute with the Chamber of Mines, opening the way for a legal strike later this year

The NUM, which is demanding a 30 percent wage increase and improved conditions of employment, yesterday rejected the chamber's offer of increases ranging between 15 percent and 20 percent on minimum chamber rates, according to a statement from the Chamber of Mines

The chamber said in a statement to Sapa that its offer of increases and improvements in conditions of employment on certain gold mines and collieries had finally been rejected, and the union had formally advised it was in dispute with the chamber.

The NUM would now follow the dispute resolution procedures prescribed by the Labour Relations Act, the statement added.

The comments by the NUM, a Cosatu affiliate, cannot be quoted in the Western Cape in terms of emergency regulations

The statement said that at a meeting with the chamber, NUM representatives also discussed the state of emergency and the detention of NUM members, and said that chamber representatives undertook to convey the union's views on these issues to their principals.

● NUM men meet Kinnock, page 2

DD 28/10/86 (213)

35 000 in pay strike, says miners' union

Riots and arrests reported

JOHANNESBURG — At least 35 000 workers employed on three Gold Fields mines went on a wage strike on Sunday night and yesterday, according to the National Union of Mineworkers (NUM)

There have also been reports of riots, arrests and mine security police action at seven Gold Fields mines on the West Rand

The strike follows five months of wage talks, an official dispute and the failure of dispute-settling machinery to resolve differences between the union and the company

Mines on strike are Deelkraal, Doornfontein and Kloof gold mines, according to the company and the union

Gold Fields estimated those involved in the work stoppage at 30 000

The NUM's press officer, Mr Marcel Golding, put the figure at between 35 000 and 40 000

He said the strike centred on Gold Fields' refusal to increase their wage offer during negotiations last week

During talks with the union last week, the Chamber of Mines proposed increases of 19,5 to 23,5 per cent as well as improved income security for workers transferred to lower grade jobs due to injury at work. The union has yet to officially accept this final offer

Gold Fields and Rand Mines collieries stayed out of the latest offer, sticking to increases of between 15 and 20 per cent. Rand Mines have so far reported no labour unrest

Mr Golding said eight workers had been arrested and there had been "considerable mine security action" during the strike

A Western Transvaal police spokes-

man denied allegations from the NUM that the SAP had intervened at the Doornfontein mine on Sunday. Mine security officials arrested an alleged intimidator and fired eight plastic bullets, he said

He also denied any SAP involvement at the East Driefontein mine on Sunday, but said mine security had arrested an alleged "intimidator" and fired teargas and plastic bullets

Seven workers were treated for stabwounds after disturbances, he added

Mr Golding said those arrested at various mines included the union's regional chairman of Westonia, Mr Justice Tshukulu, a shaft steward from Kloof, Mr M Mpule, three workers from Driefontein, Mr J. Mhezulu, Mr C Mbiza and a man called De Villiers

The SAP spokesman said West Driefontein security officials arrested 10 workers for alleged intimidation on Sunday, but later released them. Five plastic bullets were fired by mine security but there was no SAP involvement, he said

A Gold Fields spokesman said "At Doornfontein there was a skirmish at the boot shop which was set alight together with a storeroom. The fire was quite extensive and the local fire brigade had to be called in to extinguish the blaze"

Police confirmed a boot and mattress store was set alight at the mine on Sunday

"There was rioting at Doornfontein and East Driefontein. At Doornfontein, mine security personnel had to use teargas and rubber bullets to disperse a mob," the Gold Fields spokesman said — Sapa

the falls Southdown then he talks it, too 'Go in his bit for the party

Gold mines strike talks stalemate

Mercury Correspondent
JOHANNESBURG—The National Union of Mineworkers was last night considering the future of the strike involving up to 30 000 workers at three Gold Fields mines after the company advised it that it would not negotiate further until the strikers had returned to work.

The company had previously expressed reluctance about negotiating until the situation had "returned to normal" However, after receiving a 3 a m telex from the NUM yesterday, it agreed to a midday meeting

But an expected follow-up meeting later in the afternoon failed to materialise Instead, according to union spokesman Marcel Golding, Gold Fields told the union it would 'refuse to negotiate further unless the workers return to work'

As the strike entered its third day, Mr Golding said local union leadership was discussing with its members at Kloof, Deelkraal and Doornfontein gold mines the company's 'intransigent attitude'

At yesterday's meeting the NUM put forward demands for an improved

wage offer, an income security deal similar to one it had agreed on earlier with other Chamber of Mines members, and the resolution of grievances over the wage payment cycle

Gold Fields has said a wage adjustment implemented in August has already made its pay levels similar to those on other Chamber mines

Fears for man missing after night at casino

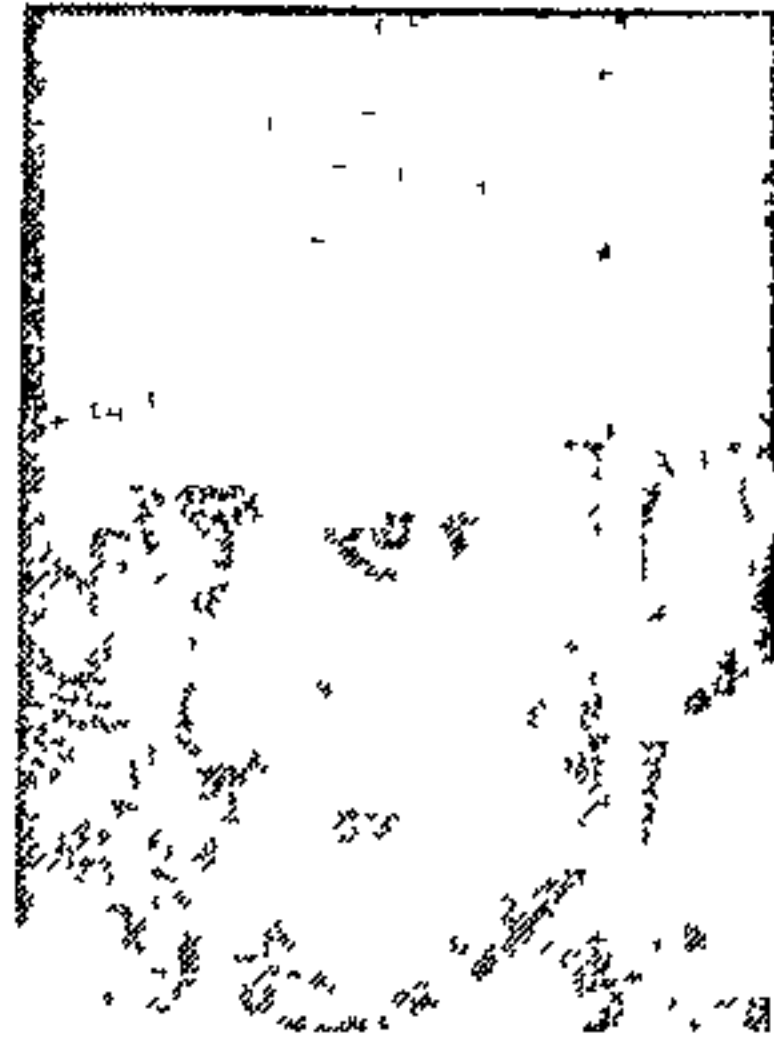
Mercury Reporter

A PHOENIX man who went to the Wild Coast casino on Saturday has not been seen since his friend left him at the resort early on Sunday

Police and relatives of Mr Vis Naidoo, 38, a father of three, fear the man might have met with harm as all attempts to trace him have failed

His 32-year-old wife Jane expected him back on Saturday night Apart from a pair of shorts and T-shirt, the only clothes he took with him were those he was wearing, topped by a double-breasted cream tuxedo

He was due back on Monday at LTA Construction where he works as a diesel



Mr Vis Naidoo

that when he wanted to come back to Durban he could not find his friend and spent several hours searching for him before he

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NO FRILLS PRICES

NUM in urgent talks

213

29/10/86

THE National Union of Mineworkers and Gold Fields of SA management were locked in urgent talks late yesterday in a bid to resolve the wage dispute which has resulted in the strike by about 35 000 black miners at the company's

three mines.

The miners continued their wage strike yesterday at Kloof, Deelkraal and Doornfontein, a Gold Fields spokesman said. The strike began on Sunday night

Num representatives and management were locked in talks all day yesterday. The wage negotiations centre on Num demand for increases of up to 23,5 percent

According to Num, Gold Fields and Rand Mines have declined to increase the 20 percent wage hike implemented

on their gold mines in July this year.

On Monday the Num and the Chamber of Mines reached a settlement on the revised wage offer which included increases of up to 23,5 percent. Gold Fields and Rand Mines stayed out of the agreement

Meanwhile on Labour Day, Num has also agreed to support the chamber's proposal that the Government appoint a commission of inquiry into the issue of public holidays, Sapa reports

AP/WP

Num is to blame - Uwusa

THE United Workers' Union of South Africa yesterday said the fighting which claimed 11 lives at Vryheid's Hlobane colliery broke out when its members were forced to join a work stoppage at the mine.

Uwusa general secretary Mr Simon Conco said Uwusa members were also threatened with "necklaces" if they

By LEN MASEKO

ignored a strike call by members of the National Union of Mineworkers. He said a pile of tyres and cans of petrol had been placed at the confrontation point as a "necklace" threat to Uwusa members

"Fighting broke out when Uwusa members

set fire to the tyres and tried to enter the shaft. This resulted in loss of life and a great number of people being injured," Mr Conco said

Mr Conco told a Press conference in Johannesburg yesterday that NUM members at the mine had organised the work stoppage in protest against the banning of a NUM organiser from

mine property

The Uwusa official said he was unaware of Inkatha's involvement in the clash. He was responding to the police reports that busloads of Inkatha members entered the mine to join the fight

• Meanwhile about 70 striking Tembisa Town Council workers were arrested in a pre-dawn raid on council-owned property yesterday, a union official reported

Mr Philip Dlamini, general secretary of the South African Black Municipal and Allied Workers' Union appeared in the Kempton Park Magistrate's Court charged with — among other charges — participating "in an illegal strike".

He said the case was postponed to June 23 and that a bail of R200 each had been fixed

• Metal unions are due to meet today, to decide whether their members should go on a mass strike in support of their wage demands in the industry

DOCTOR ASSAULTED - EVIDENCE

A FRENCH doctor and member of the World Health Organisation yesterday told the Smith Commission of Inquiry into the Winterveldt shootings how she was assaulted by the Bophuthatswana Police.

Dr Benedicte Chanut (29), a member of WHO, told the commission in Ga-Rankuwa that she and a colleague had gone to a scene of shooting when they were arrested on March 26

"My colleague and I went there to check if people were not injured so that we could help with first aid. We saw men and women running in different directions as police hit them with flexible canes," Dr Chanut said

Her colleague Dr Vincent Faucherre approached the police in a bid to explain they were doctors. "But he was grabbed and taken away. I jumped out of the car hoping I would

be able to convince the police that there was no reason for us to be treated that way as we were doctors," she said

One policeman stopped her and hit her with a fist, grabbed her wrist and pulled her towards where police vans were parked. "Others hit me with large flexible canes which gave me a burning feeling," she added

"Police laughed mockingly at the crowd as they assaulted them. It was a hurtful sight", she said. She was treated for injuries by a Johannesburg doctor on the third day after the shootings

The commission heard that Dr Chanut and other women and her colleague were pushed into a van and driven to the GaRankuwa police station where large numbers of people were being brought in police vans.

20 face 2 murder charges

25/6/86 (213) SMIL
West Rand Bureau

Twenty Randfontein Estate Gold Mine workers faced a total of ten charges, including murder, in the Westonaria Magistrate's court yesterday.

Originally a group of 118 workers was charged, but charges against 98 were withdrawn by prosecutor Mr Hannes Folscher.

The men all pleaded not guilty to the charges. The case was postponed until July 27, awaiting the Attorney-General's decision over whether to prosecute the men in the Supreme Court.

The 20 men face two murder charges, arising from the deaths of Sergeant D Pretorius and Constable F Koekemoer. They are also charged with attempting to murder Lieutenants du Plooy and E Vermeulen, Sergeant M Letlhag and Constables S Madiko, E

Bata, J Kearney and C Oosthuizen.

They are accused of stealing two shotguns, two signal pistols and two 9 mm pistols. They also face a charge of malicious damage to property.

Two of the accused, Mr Feza Mbodla and Mr Obed Thulo, face charges of illegal possession of firearms.

The accused are Mr Moffat Skolomo (21), Mr William Sigwela (34), Mr Lindele Mdlunditjale (28), Mr Amos Mgengila (30), Mr Sipo Mchunu (29), Mr Samson Bombelo (26), Mr Wilham Xhobosine (24), Mr Mbuli Ndoda (32), Mr Tshiso Mohapi (33), Mr Samson Tshopo (35), Mr Ezra Macingwane (28), Mr Nelson Hobo (30), Mr Benedict Mjola (22), Mr Nelson Mathenjwa (28), Mr Xegolenkorlaxane Bofela (35), Mr Feza Mbodla (23), Mr Siphon Juqu (24), Mr Khoeletsa Lejua (30), and Mr Mavova Tshotshoni (57), all from Shaft Cooke 2, Randfontein Estates Gold Mine and Mr Obed Thulo (32) from Krugersdorp.

RD 3/7/86
NUM ~~322~~
begins ~~2/3~~
protests

JOHANNESBURG —
The 220,000-member
National Union of Mine-
workers (NUM) yester-
day began protest ac-
tions at mines in
response to the deten-
tion of senior union
leaders

A union spokesman,
Mr Marcel Golding, said
miners were refusing to
patronise bars and con-
cession stands at the
mines

Mr Golding said 13
union leaders had been
detained

Meanwhile, the
Chamber of Mines said
the NUM had rejected
its latest wage offer

The employer organi-
sation said in a state-
ment its offer of in-
creases and
improvements in other
conditions of employ-
ment for NUM members
on certain gold and coal
mines had been re-
jected. The union had
formally advised it was
in dispute with the
chamber

The NUM would now
follow the dispute resolu-
tion procedures pre-
scribed by the Labour
Relations Act

NUM representatives
at the meeting with the
chamber also raised the
state of emergency and
the detention of a num-
ber of NUM members,
the statement said, add-
ing that chamber rep-
resentatives undertook
to convey the union's
views on these issues to
their principals — Sapa

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Mine strike ballot on Monday

JOHANNESBURG — The National Union of Mineworkers has turned down a request by the Chamber of Mines to resume wage negotiations early next week. And it has confirmed its decision to go ahead with a strike ballot on Monday, the NUM said in a statement released here.

Mediation deadlocked "as the chamber made no new offers and we will begin balloting our members at all mines affiliated to the Chamber of Mines," the NUM said.

The dispute affects more than 320 000 black mineworkers.

The union is pressing for a 26 percent wage rise and income security for workers who are transferred to lower-scale jobs because of injury.

The chamber had declined to increase its offer of 19 to 23 percent increases and rejected the second demand, the union said.

When the talks collapsed the union was demanding an across-the-board 26 percent increase (after its initial demand of 45 percent). The chamber originally offered rises ranging between 11 and 16 percent.

Increases ranging from 15 to

20 percent have already been implemented by chamber, starting from July 1.

During mediation the chamber offered to improve its offer by between three and four percent and to increase paid mine-accident leave from 42 to 56 days a year, cumulative to 112 days.

The chamber said "On the question of wages, both the chamber and the NUM indicated that they remained negotiable but both parties were inflexible on the income security issue" — Weekend Argus Correspondent and Sapa.

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... (NAWASAKI)

SPAK 20/10/86
213

Chamber, NUM in new bid to avert strike action

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), has accepted an invitation from the Chamber of Mines to meet today in a fresh bid to secure a wage agreement and avert a strike

Negotiations broke down last week when the second attempt at mediation in the wage dispute failed

Despite today's talks, the NUM is pressing ahead with a strike ballot at some gold and coal mines at which the union is recognised

Both management and the union are believed to be negotiable on wages, but a major stumbling block is income security for workers transferred to lower-paid jobs because of injury at work

Last week, when talks collapsed, the NUM was demanding an across-the-board 26 per cent increase (down from its initial demand of 45 per cent)

The chamber originally offered rises ranging between 11 and 16 per cent

Increases ranging from 15 to 20 per cent were implemented by chamber mines on the traditional date of July 1

During mediation, the Chamber of Mines improved its pay offer to between 19 to 23 per cent

The chamber also offered to increase paid mine accident leave from 42 to 56 days a year, to a cumulative total of 112 days a year

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Mines Sanction is 20-year-old

Mines strike may be averted at 11th hour

SMC
By Mike Siluma

The mining industry may yet escape a national wage strike.

A Chamber of Mines spokesman said last night that, in the second meeting since mediation broke down, both parties had made moves to resolve the dispute.

The spokesman said the National Union of Mineworkers (NUM) had accepted its offer on income security and agreed to recommend that members accept additional wage rises offered yesterday by some chamber members.

The union is to consult its membership and ad-

23/10/86
213
vise the chamber tomorrow whether the offer is acceptable.

The chamber would not divulge details of the new offer and NUM spokesmen were not available for comment today

The NUM was due to hold a strike ballot this week

The union had demanded a 26 percent rise and income security for workers transferred to lower-paid jobs because of occupational injury.

The chamber, which implemented rises of between 15 and 20 percent on July 1, offered additional increases of 3 to 4 percent, plus improved accident leave



**IF THEY DON'T RECORD,
REWIND FAST-FORWARD**

Possible end to mine wage dispute

Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) and the Chamber of Mines are likely to sign an agreement today which will signal the settlement of the 1986 wage dispute.

The chamber is acting on behalf of Anglo American, Gencor, JCI and the Rand Mines gold division.

Union leadership yesterday recommended acceptance of the latest chamber offer to the tens of thousands of members who had gathered at 47 mines around the country.

Initial indications were that most workers had accepted the offer.

At two meetings this week, the chamber offered a vastly improved

package on income security for incapacitated workers, and three of the groups raised their wage offer by half a percentage point.

This means total 1986 increases ranging from 19,5 to 23,5 percent. The Rand Mines gold division offer remains at 19 to 23 percent.

But the NUM has announced its intention to proceed with strike ballots at mines administered by Gold Fields of South Africa and Rand Mines Collieries — the two groups which declined to continue negotiations when the chamber's wage offer reached 15 to 20 percent several weeks ago.

Those increases were implemented on all chamber mines on July 1.

Load AND

Bush cleared

35 000 miners on strike over wages — NUM

The Argus Correspondent

Argus 27/10/86 713 27 10/86
JOHANNESBURG. — About 35 000 black mineworkers employed on three Gold Fields mines went on a wage strike today, says the National Union of Mineworkers (NUM).

The strike follows five months of wage talks, an official dispute and the failure of dispute-settling machinery to resolve differences between the union and the company.

Gold Fields today confirmed a total stayaway of a maximum of 20 000 black mineworkers at Kloof, Deelkraal and Doornfontein. The company said the strike was illegal "because no strike ballot had been conducted".

NUM's Press officer, Mr Marcel Golding, said "between 35 000 and 40 000 have gone on strike today".

"Eight workers have been arrested and there has been considerable police and mine security action.

"At Doornfontein the South African Police fired teargas and shot rubber bullets and many workers sustained minor injuries. Hippos and riot police monitored the compound and arrested three workers at East Driefontein gold mine.

"GUN-POINT"

"At Libanon and Venterspost, workers attempting to go on strike were forced back to work by mine security personnel at gun-point.

"Those arrested include the union's regional chairman of Westonaria, Mr Justice Tshukulu."

A Gold Fields spokesman said "There was rioting at Doornfontein and East Driefontein. At Doornfontein mine security personnel had to use teargas and rubber bullets to disperse a mob."

He denied workers had been forced to work at gun-point at Libanon and Venterspost.

A West Rand police spokesman today said there had been no police involvement in any strikes.

EVE post
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35 000 miners strike on Reef

JOHANNESBURG — At least 35 000 workers employed on three Gold Fields mines went on a wage strike last night and today, according to the National Union of Mineworkers (Num)

There have also been reports of riots, arrests and mine security police action at seven Gold Fields mines on the West Rand

The strike follows five months of wage talks, an official dispute and the failure of dispute-settling machinery to resolve differences between the union and the company

Num's Press officer, Mr Marcel Golding, said the strike centred on Gold Fields' refusal to increase their wage offer during negotiations last week.

During talks with the union last week, the Chamber of Mines proposed increases of 19,5 to 23,5% as well as improved income security for workers transferred to lower grade jobs due to injury at work.

The union still has to officially accept this final offer. — Sapa



A group of mineworkers who refused to report for duty yesterday pose at Gold Fields's Doornfontein mine outside Carletonville. Most mineworkers spent yesterday in their rooms, others strolling around the mine premises.

Management may meet union over mines strike

By Mike Siluma and Sheryl Raine

As the strike by up to 35 000 black mine-workers entered its second day today at three Gold Fields mines in the Western Transvaal, indications are a meeting may be held between the National Union of Mineworkers (NUM) and the company.

The strike for higher wages began on Kloof, Deelkraal and Doornfontein gold-mines on Sunday night.

NUM Press officer Mr Marcel Golding said the union had repeatedly approached Gold Fields to settle the dispute

He declined to comment on the legality of the strikes, saying only that a telex had been sent to the company early today indicating the union's willingness to negotiate

Mr Golding said 18 workers had been arrested in the Western Transvaal

There have been reports of violence at seven mines in the region

Gold Fields spokesman Mr Attie Roets confirmed that three mines were still affected by a strike by at least 25 000 workers. Early this morning he could not confirm that a request had been received from the union for talks with the company today "However, in general, we are willing to discuss the issue with the NUM and want to get people back to work as soon as possible"

Mr Roets said since July 1 pay rates at the company's gold mining affiliates had risen by 21,3 percent, and by 23,7 percent at affiliated collieries Gold Fields believed these increases compared favourably with

the average increases agreed to by the Chamber of Mines and the NUM yesterday The average Chamber increases calculated by Gold Fields were 21,1 to 21,6 percent

Gold Fields and Rand Mines collieries were not parties to yesterday's wage agreement between the NUM and the Chamber, representing JCI, Anglo American, the Rand Mines gold division and Gencor The agreement includes

- Increases from October 1 ranging from 19,5 to 23,5 percent for surface and underground employees
- Increased accident leave for staff employees, from 42 — 56 days a year to 112 days accumulative a year
- Increased accident leave for non-staff employees, from 21 days for six months service (accumulative up to 24 days a year) to 56 days on engagement, accumulative up to 112 days a year
- In the event of an employee being permanently transferred to a lower-paid job on account of a mine accident or work-related injury, or certain occupational diseases, the employee's wage will be maintained at his pre-incapacitation basic rate of pay for six months
- A request will be sent to the Government for a commission of inquiry to investigate public holidays If a commission has either not been appointed or has not made recommendations relating to Labour Day by February 1, the Chamber will reopen negotiations in February for possible implementation in May 1987

213

CAPE TOWN 28/10/86 (213)

35 000 miners still on strike

JOHANNESBURG. — The National Union of Mineworkers met late last night to discuss a response by Gold Fields to the strike of between 35 000 to 40 000 workers at three of the company's gold mines.

The wage strikes, which started on Sunday night, continued last night as workers failed to report for duty at the Kloof mine at Westonaria and Deelkraal and Doornfontein mines at Carletonville.

In its response Gold Fields said it was willing to negotiate with

the union as soon as the situation "normalized", NUM spokesman Mr Marcel Golding said

The stayaway follows five months of wage negotiations and Gold Fields' refusal to raise their wage offer of increases of between 15 and 20 percent

Earlier last night the Chamber of Mines reported that NUM had notified the chamber its members had accepted revised wage offers made by the chamber in respect of certain mines, effective from October 1

The chamber said in a state-

ment that it and NUM yesterday reached a full and final settlement on the 1986 review of wages and other conditions of employment for the union's members in recognized bargaining units on certain chamber member mines

"Mines administered by Gold Fields, as well as collieries that are part of the Rand Mines Group, and on which the NUM is recognized in certain bargaining units, are not party to the wage agreement with the NUM." — Sapa

NUM, company meet to resolve strike on mines

NUM 28/10/86

JOHANNESBURG — Gold Fields is meeting the National Union of Mineworkers (NUM) today in a bid to resolve the two-day-old strike by about 35 000 workers on three of their gold mines in the Western Transvaal.

Gold Fields spokesman, Mr Attie Roets, said management agreed today to NUM's request for talks to resolve the dispute.

The strike for higher wages began on Kloof, Deelkraal and Doornfontein gold mines on Sunday night.

NUM's Press officer, Mr Marcel Golding, said the union had made approaches repeatedly to Gold Fields in an attempt to settle the dispute.

He declined to comment on the legality or otherwise of the strikes, saying only that a telex had been sent to the company today indicating the union's willingness to negotiate to end the dispute.

"18 WORKERS ARRESTED"

Mr Golding said 18 workers had been arrested in the Western Transvaal.

There have been reports of violence on seven mines in the region.

Meanwhile, agreement has been reached on annual wage increases between the union and the Chamber of Mines, representing JCI, Anglo American, Rand Mines gold division and Gencor Gold Fields and Rand Mines collieries were not parties to the agreement.

The agreement includes:

- Increases from October 1 ranging from 19,5 to 23,5 percent for surface and underground employees

- Increased accident leave for staff employees from 42 to 56 days a year to 112 days accumulative a year

- Increased accident leave for non-staff employees from 21 days for six months service (accumulative up to 24 days a year) to 56 days on engagement, accumulative up to 112 days a year

On the issue of Labour Day, a request will be sent to the Government for a commission of inquiry to investigate public holidays

If a commission has either not been appointed or has not made recommendations on Labour Day by February 1 next year, the Chamber of Mines will reopen negotiations in February for possible implementation in May next year — The Argus Correspondent and Sapa.

OVER 35 000 ON STRIKE AT MINES

(213) Swepan 28/10/66

BETWEEN 35 000 and 40 000 workers at three mines in the Goldfields group have been on strike since Sunday night, a spokesman for the National Union of Mineworkers said yesterday.

A spokesman for Goldfields confirmed that most workers at the Kloof Mine in Westonaria and the Deelkraal and Doornfontein mines in Carletonville failed to report for work on Sunday night.

"This morning an almost total stayaway was reported for these mines," he said.

"In the course of Sunday night there was unrest arising from intimidation by strike supporters on a number of group mines, necessitating protective action by the mine's security personnel," the JCI spokesman said.

"At Doornfontein the boot shop and a store-

room were set alight and the municipal fire brigade assisted in putting out the fire."

"At Doornfontein a local union office bearer intimated that the stoppage was in connection with the wage dispute," the spokesman said.

NUM spokesman, Mr Marcel Golding, said

the strikes were connected to "Goldfields' refusal to increase their wage offer during wage negotiations last week."

He said workers had also attempted to strike at Goldfields' East Driefontein mine in Carletonville and Libanon and Venterspost mines in Westonaria but were

prevented from doing so by a "heavy mine security presence."

During talks last week the Chamber of Mines and NUM resolved a dispute in the mining industry's annual wage talks by agreeing to income security for workers transferred to lower grade jobs due to injury

at work and wage increases of up to 23,5 percent.

The Goldfields group and Rand Mines stayed out of the agreement. According to Mr Golding they declined to increase the 20 percent wage hike implemented on their gold mines in July this year — Sapa

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THE

WEEKLY MAIL

Volume 2, Number 41 FRIDAY OCTOBER 17 to THURSDAY OCTOBER 23, 1986

THE PAPER FOR A CHANGING SOUTH AFRICA

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THE CHILDREN OF VIOLENCE
Are township kids becoming a second 'Khmer Rouge?'
PAGE 14

SHOCK EQUINUS BARE-LEGS PIN-UP
Horrifying visage of man behind the tarnished halo
PAGE 26

1977-1978 M171-17/10/86

Mines face strike threat

By SEFAKO NYAKA
WAGE talks between the Chamber of Mines and the National Union of Mineworkers deadlocked at mediation level yesterday, opening the way for a legal strike.

In the past two years wage talks between the two parties have reached deadlock resulting in limited strike action, but this year's deadlock might lead to an all-out confrontation.

According to sources close to the National Union of Mineworkers, their members are in an extremely militant mood and judging by the present political climate in the country — the State of Emergency, detentions, the closure of black schools — the forthcoming strike could involve other sectors in sympathy strikes.

Hours after the negotiating team returned from the abortive mediation meeting, workers

SOME of the Mozambican mineworkers affected by last month's order to suspend recruitment have been reprimanded.

About 750 Mozambican mineworkers who were affected by last month's government order to suspend the recruitment of Mozambican workers will now be permitted to enter South Africa, as a result of negotiations between the Chamber of Mines and the government.

On Monday NUM will conduct ballots on all Chamber-affiliated gold and coal mines, a union representative said

This was announced yesterday by the president of the Chamber of Mines, Peter Gush, addressing a function at the East Rand Premier Mines in Boksburg.

No further details were available. Gush said Mozambicans had been a source of labour on the gold mines and Mozambique depended heavily on their income. It was a matter of great regret when relations between the mining industry and Mozambique were threatened.

A mediator was appointed after the Conciliation Board failed to resolve a dispute between the two parties over wages and working conditions.

NUM had declared disputes with 29 gold mines and 18 coal mines affiliated to the Chamber.

Initially the union demanded a 30 percent increase across the board, against the Chamber's offer of between 15 and 20 percent. At a mediation meeting last Friday the union dropped its demand to 26 percent and the Chamber agreed to increase its offer by one percent.

At yesterday's meeting the Chamber demanded that the union drop its "income security" demand and "it would consider increasing wages", a NUM representative said. Income security, according to the NUM representative, means that if a worker is transferred to a lower job category because of

● To PAGE 3

WEEK OF JULY 17-19 1986

Mine strike ballot next week

injury, he should be paid his original wages for six months

NUM's other demands included job security, a shorter working fortnight, a paid holiday on May 1 and improvements to fringe benefits such as leave, vacation pay, death benefits and maternity leave.

The talks between the Chamber and the NUM hit a snag when they began in May. At the first meeting the Chamber set a number of preconditions to the talks, most of which were rejected by NUM.

These included that NUM accept a schedule indicating the mines it represents, that talks for gold and coal mines be separated, if necessary, that outstanding matters of the 1985 wage negotiations not be allowed to affect this year's talks, that any settlement reached be regarded as full and final, that no cost-related changes in conditions of employment be implemented before July 1, and that NUM accepts various exemptions, sought by the Chamber, from the

●From PAGE

Basic Conditions of Employment Act

Last month a Chamber representative said "On July 1 the Chamber implemented the wage offers after an agreement with the union. However they later came back and told us that after consulting with their members they were now rejecting the Chamber's offer"

A new round of talks was started and several issues were resolved leaving wages and income security as the only unresolved issues

When the parties failed to reach an agreement on these issues, the matter was taken to the Conciliation Board

When the Conciliation Board failed, a mediator was then appointed

Confirming the deadlock of yesterday's negotiations, the Chamber's industrial relations advisor, Johan Liebenberg, said the Chamber regretted that its mediation attempts had foundered

"At the mediation sessions an additional three percent was offered

to surface gold mine employees and underground colliery employees

"An additional four percent was offered to underground gold mine employees, both effective from October 1, 1986"

Liebenberg confirmed that at the final stages of mediation only two issues remained

"On the question of wages both the Chamber and NUM indicated that they remain negotiable, but both parties were inflexible on the income security issue," he said

The Chamber had already offered to increase paid mine accident leave from 42 to 56 days per annum, cumulative to 112 days, and was not prepared to improve this offer further, Liebenberg added

He said NUM, on the other hand, was not prepared to negotiate further on wages if the Chamber's proposals did not include an improvement on the issue of income security offer

The Num said it would issue a statement later today

213

NUM
to vote
213
next week
171016
on strike

By Mike Siluma

The National Union of Mineworkers (NUM) will hold a strike ballot next week after mediation failed to resolve the wage dispute between it and the Chamber of Mines, a union spokesman said yesterday.

When talks collapsed yesterday, the union was demanding an across-the-board 26 percent increase (after its initial demand of 45 percent). The Chamber had originally offered rises ranging from 11 to 16 percent.

Increases from 15 to 20 percent have already been implemented by Chamber mines from July 1.

During mediation, the Chamber offered to improve its offer by between 3 and 4 percent and to increase paid mine accident leave from 42 to 56 days a year, cumulative to 112 days.

The union also insisted on income security for workers who are transferred to lower scale jobs because of injury at work.

Mining houses taking part in the mediation talks were Anglo American, JCI, Gencor and Rand Mines's gold division.

FIN MAIL 12/12/76 213

MINE FACTION FIGHTING

Ethnic score-settling

Ethnicity raised its ugly head on the mines once again last weekend when 20 black miners were killed and 72 injured as groups of rival miners clashed at Anglo American's Vaal Reefs mine near Orkney

By Monday, production was back to normal. But the weekend clearly took its toll on employees. On Tuesday Anglo announced that 500 workers had "voluntarily resigned."

The weekend's fighting was the second instance of inter-tribal violence at Vaal Reefs in the past three weeks. In total, the factionalism has claimed the lives of 33 workers, with 92 injured.

This round of violence follows an earlier outbreak of faction fighting at the mine in March, when 17 workers were killed and 99 injured.

According to Anglo, the spark for the latest bout of fighting was a tavern boycott. It started on November 18 and "certain

groups," prominent among them members of the National Union of Mineworkers (NUM), tried to enforce the boycott. On November 20 the tavern was petrol-bombed. A day later, two workers were murdered. The real carnage, however, came on November 22 when 11 workers were killed and 20 injured. Of the 13 killed on those two days, eight were NUM members.

For nearly two weeks after these incidents, normality was restored at the mine, and management held meetings with hostel representatives in an attempt to establish the cause of the conflict and to resolve it.

But last Friday night fighting in which 10 workers were killed and 51 injured broke out again at the Number 2 shaft hostel. The next day — Saturday — a number of employees handed in weapons to management. That night, however, saw more violence when 10 workers lost their lives and 21 were injured in clashes at the Number 1 and 2 shaft hostels. On Sunday, after talks between hostel representatives and management, more weapons were handed over to management and em-



Anglo's Godsell ... migrant labour system to blame

ployees started returning to work.

Anglo has refused to name the ethnic groups involved in the fighting. But it does say that last weekend's fighting may well be linked to the deaths on the weekend of November 22, and that there could have been an element of "score-settling." An investigation in which management, workers and the NUM are participating has been launched.

The violence at Vaal Reefs is, unfortunately, not an isolated incident. Violence, it seems, is endemic to the mines.

In an interview with the *FM* in March, Anglo industrial relations adviser Bobby Godsell singled out the migrant labour system, and the fact that black miners live in single-sex hostels, as the major causes of violence on the mines.

Anglo earlier this year embarked on a joint project with the NUM to study the causes of mine violence. The study has been completed and is expected to be the subject of a joint presentation to both Anglo and the union early next year. Hopefully, it will lead to constructive action.

THE year is only a month old but already there has been several bloody incidents that threaten labour relations on the mines.

At least 18 people, including two white policemen, have been killed and several others injured during violent clashes between angry black miners and mine security guards — including at times the SAP — in the first three weeks of this year.

More than 26 000 black miners who participated in strikes, consumer boycotts and other actions which sparked off labour unrest have been dismissed while several others were arrested on various offences.

South African mineworkers have a rich and bitter history of struggle. The militancy of the black mineworkers has been expressed for 35 years, without proper organisation — trade unions.

The brutal repression of miners in 1946 and their organisation — the African Mineworkers' Union (AMU) — caused the mining industry to be regarded as an "unorganisable" sector.

At the helm of this year's struggle on the mines has been the National Union

of Mineworkers (NUM), an affiliate of the newly-formed Congress of South African Trade Unions (Cosatu), with a membership of 150 000.

In its four years of existence the NUM has made an indelible mark on labour relations in South Africa's mining industry.

The strength of the NUM in recent years is proof that the workers of South Africa today need to be united.

In January there were incidents at the following places:

- More than 23 000 miners on three Impala Platinum Mines, a Gencon-controlled mine, in Bophuthatswana, went on strike on January 1 over wages, working conditions and recognition of the NUM.

- About 20 000 of the workforce was dismissed and bussed under police guard to their homelands. Several were arrested when police fired teargas during confrontations on the mine.

- Seven miners were killed and many injured on Kloof Gold Mine near Westonaria, when Pondos and Zulus clashed during what is believed to have been sparked off by a consumer boycott on January 6. Miners had been boycotting beer halls and stores situated on the mine.

- Nine people, includ-

Powder-keg on the mines

FOCUS

By
**JOSHUA
RABOROKO**

ing two policemen, were killed and scores of miners were involved in bloody clashes with mine security guards and the SAP on the Randfontein Estate Gold Mine near Westonaria on January 22

About 571 miners were fired following the incident. Management claimed that the workers had attended an illegal gathering and fought the police when asked to disperse.

- About 1 500 miners went on strike at Foscor and Phalaborwa Mining Company in Phalaborwa. The workers took industrial action because they were forced to work under armed guard. Management banned union badges, T-shirts, songs and slogans at work

Fifty-people were reported to have been injured during confrontations with the police. One policeman was injured.

- At Wolwekraans Collieries, some 500 workers went on strike after a boycott of beer halls was broken by management who insisted that workers buy their liquor on the mines.

The incident at Wolwekraans was followed by a mass walk-out of about 1 000 miners on the adjacent mines of Matla and Bank collieries. The workers went on strike in sympathy with those at Wolwekraans. Management fired the workforce, which was later reinstated.

The labour unrest on the mines follows NUM general secretary Mr Cyril Ramaphosa's assertion that black miners were angry and will offer resistance when

NUM MAKES A MARK ON LABOUR RELATIONS



NUM's Cyril Ramaphosa... workers militant.

forced to work under hazardous conditions

Mr Ramaphosa accused management of using union-bashing tactics by firing workers.

The union was observing developments in Bophuthatswana where their members were dismissed. That territory, he said, did not recognise South African trade unions.

However, Impala's acting chief executive Mr Gary Maude, said the union had 200 members out of a workforce of over 23 000. During the strike the company was negotiating with the Bophuthatswana National Union of Mine Employees (Bonume), which NUM described as a "sweetheart union" because it was favoured by management.

Workers are housed on ethnic-tribal lines and the induna system remains an institutional feature of the industry.

One worker said sarcastically of the induna "Their function is to police the workers, discourage mixing with

other workers and to disorganise us. They are management's puppets and watchdogs"

Wages and mine safety remain the two issues mineworkers are most readily prepared to strike over. But issues such as racial abuse, assaults and hostel conditions are also the focus of militant action by workers.

In the mining industry wages are uneven; gold miners earn different rates from coal or platinum miners, while different mining houses also pay different rates.

Unions have been sharply resisted for decades on the mines, even with the access agreements enjoyed by mine unions, for example NUM and the black Allied Mining and Construction Workers Union (Bamcwu).

The Chamber of Mines' industrial relations adviser, Mr Johan Liebenberg, said he hoped that what had happened on the mines early this year could be avoided

Handwritten notes and stamps: 213, SOUWETAN, 4/2/86

Argus 4/12/86

Miner shot dead, 5 000 in strike 23

The Argus Correspondent

JOHANNESBURG — At least 5 000 black mineworkers at Gencor's Grootvlei gold mine near Springs are on strike after the fatal shooting of a union member and the injury of eight in an incident at the mine last night, said Gencor.

A Gencor executive, Mr Bruce Evans, said virtually the whole day shift of 5 000 employees went on strike.

The disturbance followed an authorised union meeting held to discuss the reinstatement of workers involved in an "intimidation" court case in March this year.

After the meeting, between 100 and 200 workers left the mine property and caused a disturbance in the neighbouring area. Residents of the area apparently called the police who had to quell the disturbance, resulting in the death of one person and the injury of a further eight, Mr Evans said.

5 000 strike after killing

AT least 5 000 black mineworkers at Gencor's Grootvlei gold mine near Springs are on strike after the fatal shooting of a union member and the injury of eight others in an incident at the mine on Wednesday night, said

Gencor. *Sowetan 5/12/86*

Chief executive of Gencor's gold and uranium division, Mr Bruce Evans said yesterday

"Virtually the whole day shift of 5 000 employees at Grootvlei are on strike this morning after a disturbance by Gencor mineworkers in and around mine property yesterday evening

"The disturbance followed an authorised union meeting held to discuss the reinstatement of workers involved in an intimidation court case in March this year

"After the meeting between 100 and 200 workers left the mine property and caused a disturbance in the neighbouring area. Residents of the area apparently summoned the SA police who had to quell the disturbance

tax headline. The closing price for the fir-
rand yesterday was \$0,2363

5/12/85
BUSDAY
Grootvlei strike
brought to end

ALAN FINE

THE strike by at least 5 000 miners at the Gencor-owned Grootvlei gold mine, near Springs, was resolved yesterday in talks between management and the National Union of Mineworkers (NUM).

The strike erupted in the wake of the fatal police shooting of a miner on the border of mine property after a union meeting on Wednesday night. Another eight were injured.

Gencor's gold and uranium division CEO Bruce Evans said last night: "The night shift are at work. We expect the day-shift to return tomorrow. While the miners will receive no pay for their day of strike, management conceded that no disciplinary action will be taken against the miners."

11. 5/12/85

213

Death sparks strike

WEEKLY 213
VIRTUALLY the entire day-shift of about 5 000 employees at Gencor's Grootvlei Gold Mine near Springs went on strike yesterday, after one person died and eight were injured in a "disturbance" in and around mine property, according to a statement by the mining house. 5/12/86

Gencor said the incident followed an authorised union meeting. Residents in the area "apparently summoned the South African police to quell the disturbance", the statement said.

"This resulted in the death of one person and the injury of a further eight persons. Mine security personnel were not involved in quelling the disturbance." — Sapa



Mr Paulos Mjeje holds up empty cartridges and a container found after the mine shooting. Picture: Herbert Mabuza.

Gencor mine strike ends with 5 000 back at work

The 5 000 striking mineworkers at Gencor's Grootvlei gold mine near Springs have returned to work. They went on strike yesterday after a union member had been shot dead. Mr Bruce Evans, chief executive officer of Gencor's gold and uranium division, said the night and day shifts had reported for duty after talks with worker representatives and the National Union of Mineworkers (NUM). The strike was sparked by an incident involving the police at the mine on Wednesday night. Police said a miner threw a bottle at a policeman. Gencor said there was

a disturbance involving between 100 and 200 mineworkers which spilled over into neighbouring areas, prompting residents to call the police. NUM said the police action was unprovoked. Mr Evans said: "The workers were under the impression the mine had been involved in the action. Union and worker representatives accepted that the stayaway was incorrect and agreed to persuade them to return to work." Mr Evans said the strikers would not be paid for the day but management had conceded that no disciplinary action would be taken against them.

Antarctic Treaty

All treaty decisions are taken by consensus. The UN has debated Antarctica annually since 1983, mainly at the initiative of various developing countries, who say the entire international community should have a voice in decisions about the region and its possible mineral resources. — Sapa-Reuter.



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Miners strike looms as wage talks fail

~~2/13~~

16/10/02
Eve Post

JOHANNESBURG — Mediation today failed to resolve the wage dispute between the National Union of Mineworkers and the Chamber of Mines, bringing the possibility of a strike on 47 gold and coal mines a step nearer.

Mr Johann Liebenberg, the Chamber of Mines industrial relations adviser, today confirmed that mediation had failed.

Earlier, first attempts at mediation resulted in the narrowing of the gap between the parties.

Last week the Chamber increased its offer by 1%, bringing the range of proposed wage increases to between 19% and 23%.

The NUM's last known demand was for a 26% a cross-the-board increase.

Two other issues remained in dispute, namely that June 16 be a paid company holiday and better injury benefits.

● The NUM today demanded the closure of Number Two shaft at the Kinross mine, where two underground fires yesterday forced the evacuation of 2 000 miners

A 15th level fire last month killed 177 men.

A senior mineworker who helped fight both fires said a disaster was averted because the fire and smoke were noticed by morning shift workers reporting for duty

"As we came into the 15th level to start work we noticed something burning, and then saw the fire.

"Many workers ran back to the lift, fearing a recurrence of last month's accident. The night-shift workers who were due to stop work in the morning were busy at their work stations and were not aware of what was happening," said the miner.

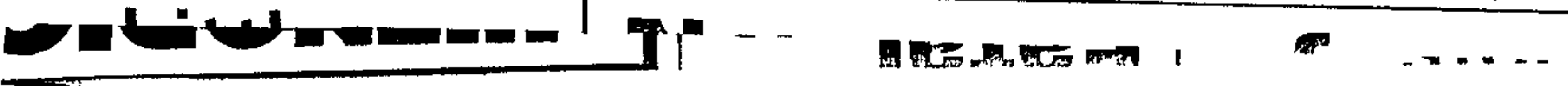
"Another senior worker and I quickly fetched fire extinguishers and put out the fire.

"By that time there was smoke all over the place," the miner said.

After the first fire, he said, most morning shift workers refused to go underground. Some did however, report for duty.

Describing accidents such as yesterday's as "an atrocity being perpetrated against the workers", NUM general secretary Mr Cyril Ramaphosa said: "We call on Gencor to close the Number Two shaft until the enquiry into last month's disaster is concluded and its results are known.

"Our members have lost confidence in the way management in particular, are dealing with the observation of safety measures on mines," he said in again calling for a judicial inquiry — Sapa



ARGUS 25/11/86 (213)

METROPOLITAN

Court rules in favour of strike ballots for miners 'Major victory' for NUM

The Argus Correspondent
JOHANNESBURG. — The National Union of Mineworkers (NUM) hopes to hold wage-strike ballots for thousands of its members at seven Gold Fields-owned mines from tomorrow, a NUM spokesman said.

The spokesman was reacting to an Industrial Court ruling yesterday ordering Gold Fields to reverse its decision to refuse the union ballot facilities at four out of seven gold mines.

NUM described the ruling as a "major victory".

The mines where the union had asked for facilities are Kloof, Libanon, East Driefontein, West Driefontein, Deelkraal, Venterspost and Doornfontein.

Discuss issues

Gold Fields had given permission for ballots at Deelkraal, Libanon and West Driefontein, which were the only ones "officially part of the dis-

Gold Fields said last night it was aware of the court's decision and was considering a course of action.

The NUM spokesman said Gold Fields had been ordered to permit the union meeting facilities to discuss issues that formed the subject of the strike ballot.

The company had also been ordered to pay the costs of the applicants.

NUM decided on a strike ballot at Gold Fields after rejecting a company offer, details of which the company has declined to discuss with the Press saying only that it compared favourably with what other mining houses had offered the union.

The NUM agreement with other mining companies included wage rises of between 19,5 and 23,5 percent for surface and underground employees, as well as increased accident leave and income-security guarantees for workers transferred to lower-paid jobs due to occupational injuries.

time work is allowed

STR 12/6/18

3 000 in protest over management attitude

213

By Mike Stuma and Sheryl Raine

About 3 000 mine workers have been on strike at three Eastern Transvaal Gencor mines since Monday in protest at the relationship between the National Union of Mineworkers (NUM) and Kinross gold mine management, the union and Gencor have confirmed

Gencor said yesterday mines affected were Winkelhaak and Bracken gold mines and Matla colliery near Kriel

The company said no reasons for the stoppages at Winkelhaak and Bracken had been given by the union.

The NUM Press officer, Mr Marcel Golding, said workers took industrial action over dissatisfaction with incidents which have taken place over the past few weeks at Kinross.

The union had telexed management repeatedly, indicating

its willingness to discuss the issue, but had had no response.

Instead, he alleged, the entire shaft stewards' committee at Matla had been suspended and the union was refused permission to address workers in an effort to resolve the matter

Gencor's chief executive officer for gold and uranium, Mr Bruce Evans, said 120 of the 400 night shift employees at Winkelhaak failed to report for work on Monday night, and yesterday 240 of the 6 000 day shift workers were absent.

He said officials used teargas to disperse "intimidators" on Monday night, but "besides the few persons exposed to teargas, there were no injuries".

Five people were arrested

About 2 000 workers at Matla colliery struck yesterday over the "unsatisfactory relationship" between the NUM and the management at Kinross, said the company.

Miners back at work after talks

DD 26/11/80
2/3

JOHANNESBURG — Work resumed normally at the Vaal Reefs gold mine near Klerksdorp yesterday after fighting among workers on Monday left at least 11 dead and 20 injured

A spokesman for the owners, Anglo American Corporation, said yesterday the full work force reported for duty at the number one shaft yesterday morning.

Talks between management and workers aimed at resolving the dispute had been successful, the spokesman said. He declined further comment on the discussions.

Workers returned to their hostels on Monday after an initial meeting with management and most of the workers reported for the night shift.

"About 90 per cent of (Monday) night's shift was at work and by (yesterday) morning the situation at the shaft had returned to normal," the spokesman said.

The fight began when "certain groups, among them members of the National Union of Mineworkers, attempted to enforce a tavern boycott — an action to which other employees took strong exception," he said.

● Eleven miners were yesterday recovering in hospital after a rockburst on Monday at Vaal Reefs, a company spokesman said.

The employees were injured in a rock burst which occurred at midday on Monday at the 70th level of the number eight shaft, the spokesman said.

— Sapa

Strikes at Gencor mines

Dispatch Correspondent

JOHANNESBURG — Two Gencor gold mines and one colliery in the Eastern Transvaal were hit by strike action yesterday. The reasons for the stoppages are not clear.

The Bracken and Winkelhaak gold mines were only partially affected. According to the chief executive officer of Gencor's gold and uranium division, Mr Bruce Evans, 120 of the 400 night shift em-

ployees at Winkelhaak did not report for work on Monday, and 240 of the 6 000 day shift workers were absent yesterday.

At Bracken, 26 of the 105 night shift employees were absent, and 627 of the 3 300 day shift

He said that due to "severe intimidation it was necessary for management to use teargas to disperse the intimidators who were preventing the rest of the shift from going to work." Five people were arrested.

At the Matla colliery, the entire 2 000-strong workforce failed to turn up yesterday.

The head of Gencor's coal division, Mr Graham Thompson, said that employee representatives expressed dissatisfaction with the relationship between the NUM and the management of the Kinross gold mine.

Kinross mine's staged a work stoppage recently over the dismissal of the union's regional chairman, Ir Eric Vata.

8 killed as Xhosa, Basotho clash at President Steyn

26/12/86
213
SMR

By Sheryl Raine

Eight mineworkers have been killed and 37 injured in faction fighting at Anglo American's President Steyn Gold Mine near Welkom, the company has announced

Fighting started at the number two shaft hostel on Tuesday night.

The latest fatalities bring the death toll in faction fights at President Steyn to 27 in the last two weeks

Since November 22, 69 black

mineworkers have been killed and at least 211 injured in faction fighting at Anglo's President Steyn and Vaal Reefs gold mines and at Gold Fields' Kloof gold mine.

CRITICAL

Anglo spokesman Mr James Duncan, commenting on the latest violence at President Steyn, said 29 of the injured were being treated in hospital. One was in a critical condition and seven were in a serious condition

"The fighting broke out at

10.30 on Tuesday night, and order was restored soon afterwards by mine security assisted by the South African Police," Mr Duncan said.

"A shift did not go underground at the mine's Number Two shaft on Wednesday morning and consequently most of the hostel's residents were sent home early for the Christmas break," he said

Most of the miners were Basotho and had returned to Lesotho, he said.

Mine management was organising a meeting between representatives of the two factions involved, Xhosa and Basotho, in an attempt to establish the cause of the fighting and to reach a settlement, he said.

Anglo American, expressing "extreme" concern about the incidence of "inter-group violence" at the mine, said it had appointed Advocate Mr R H Zulman, SC, to conduct an inquiry into "the facts and causes of the violence".

The inquiry will begin early in January next year, with all interested parties being invited to take part.

'War rampage' outside mine described by security man

27/1/86
A crowd which overpowered and killed two policemen near the Randfontein Estates gold mine was described in the Johannesburg inquest court yesterday as being on a "war rampage"

Eight of the mob were shot dead in the battle outside the gates of the mine on January 21.

The dead men were Sergeant Daniel Pretorius, Constable Frederick Koekemoer, Mr Mvundla Melisizwe, Mr Nkosi Soyekwa, Mr Tso-

kola Maleke, Mr Ranawe Tonose, Mr Lebotsamang Mokhutu, Mr Munyuselwa Student, Mr Sponose Funile Gwashu and Mr David Titi

Security officer Mr Petrus van Wyk said he watched a crowd gathering on open ground adjacent to the mine property. Many were miners.

About 450 people had gathered when a police van arrived at 4.30 pm. When the crowd did not respond to a police order to disperse, teargas

canisters were fired.

Mr van Zyl saw the crowd advance and start attacking the policemen.

He and his partner drove towards the scene but about 300 m from the police vehicle, the crowd turned on them and forced them back.

RIOT VEHICLE

They fired shots and retreated, fetching a mine riot vehicle in which they returned to the scene.

An unknown man fired on their vehicle from the direction of Bekkersdal township with what appeared to be a semi-automatic rifle.

Another fired teargas canisters at them and another fired with a pistol.

Police reinforcements and members of the South African Defence Force arrived and forced the crowd to disperse.

In a second statement handed in to the court, Mr van Zyl said after the attack on the policemen, the crowd grew as people from Bekkersdal joined.

The crowd was extremely aggressive and appeared to have no fear of firearms or authority, the security officer's statement commented.

Police (213) deaths — crowd was armed 28/1/86

Most of the people in a crowd which allegedly overpowered and killed two policemen near the Randfontein Estates gold mine had been armed with knobkieries, pangas and sticks, a Johannesburg inquest magistrate heard yesterday.

The evidence was given by a former security officer at the mine, Mr Johannes Bernardus Eksteen, at the inquest being held into the deaths of 10 men who died on an open stretch of ground between the mine and Bekkersdal township on January 21.

The dead men were Sergeant Daniel Pretorius; Constable Frederick Koekemoer, Mr Mvundla Melisizwe, Mr Nkosi Soyekwa, Mr Tsokola Maleke, Mr Ranawe Tonose, Mr Lebotsamang Mokhutu, Mr Munyuselwa Student, Mr Sponose Funile Gwashu and Mr David Titi.

Mr Eksteen said he had been on duty observing a crowd of about 500 which had gathered.

Most were carrying knobkieries, pangas and sticks in their hands. The weapons were clearly visible.

Mr J J du Toit, for the State, told him another security officer, who had been in a similar position to Mr Eksteen, had been unable to see any weapons. Mr Eksteen insisted he had seen the weapons.

The two policemen arrived. The crowd was addressed by loud-hailer, but remained where it was.

After about five minutes, the policemen fired teargas canisters in the direction of the crowd.

The crowd moved and, in a half-moon formation, attacked the policemen.

Mr Eksteen said he and a companion drove to within 60 m of where the police vehicle lay overturned.

The crowd forced them to retreat. Police reinforcements arrived.

300 locked-out miners report to management

JOHANNESBURG — About 300 of 2 000 employees locked out of Gencor's Matla colliery reported to management for "individual disciplinary hearings" yesterday, Gencor said

The move follows a lockout on Tuesday when the 2 000 workers went on what Gencor says was an illegal strike

A statement by the chief executive officer of Gencor's coal division, Mr Graham Thompson, said the 2 000 initially indicated they

wanted a "mass hearing."

No worker who had been "absent without permission" on Tuesday had been allowed to return to work yet, Mr Thompson's statement said

"The hearings are still in progress

" A meeting is currently taking place between mine management and officials of the head and regional offices of the National Union of Mineworkers," the statement said, adding that the situation at

the mine was calm

The strike at Matla was one of a series which hit two other Gencor mines on Tuesday

Workers were protesting against the "unsatisfactory" relationship between the NUM and management of Gencor's Kinross gold mine, a union spokesman has said

Workers at the other two mines, Bracken and Winkelhaak, returned to work on Wednesday, but those at Matla were prevented from doing so — Sapa

DD 28/11/86



2/3

Appeal Court rules NUM's May Day strike illegal

213

By Sheryl Raine

The Appeal Court in Bloemfontein has declared illegal the National Union of Mineworkers' (NUM) May Day strike this year

According to a statement by the Chamber of Mines, the ruling on Friday indicated that a union would lose its right to strike lawfully if it did not call a strike within a reasonable time

The NUM has not yet commented on the ruling, which also indicated that a union could not merely allege that a dispute existed in order to place itself in a position to strike lawfully

"In order for a strike to be lawful a union must be able to show that a bona fide or genuine dispute does in fact exist," said the Chamber

The ruling, a landmark in labour law, had effectively removed the protection granted to the NUM against potential civil claims for damages arising out of the May 1 strike on some mines

"The judgment represents a significant development in South African labour law and will impact on employer relationships with the trade unions throughout commerce and industry," said the Chamber

"Employers in the mining industry became concerned earlier this year when the NUM, which was not in a position to call a legal strike on May Day, announced at a national conference that its members would not work on May 1. However, on February 26 1986, the union took steps to try to place itself in a position to strike legally.

"It called upon the Chamber to agree to its demand that May 1 be a paid holiday, stating that if the Chamber did not respond by February 28 it would regard itself as being in dispute with the Chamber.

"The union, however, jumped the gun on its own deadline by declaring a dispute on February 27 — a day before its time limit for the Chamber to respond had expired"

When the Chamber challenged the union's action in the Transvaal Supreme Court, Mr Justice D O Vermooten ruled that the existence of a dispute merely had to be alleged

Nor did he accept the Chamber's submission that the right to strike lawfully, once acquired, could not continue indefinitely

The Appeal Court ordered the NUM to pay the Chamber legal costs in both the Transvaal Supreme Court and the Appeal Court actions

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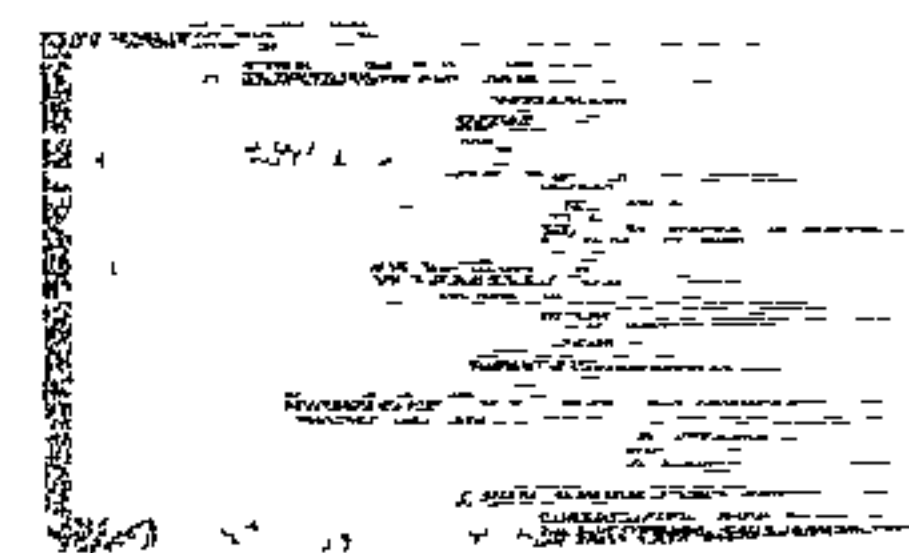
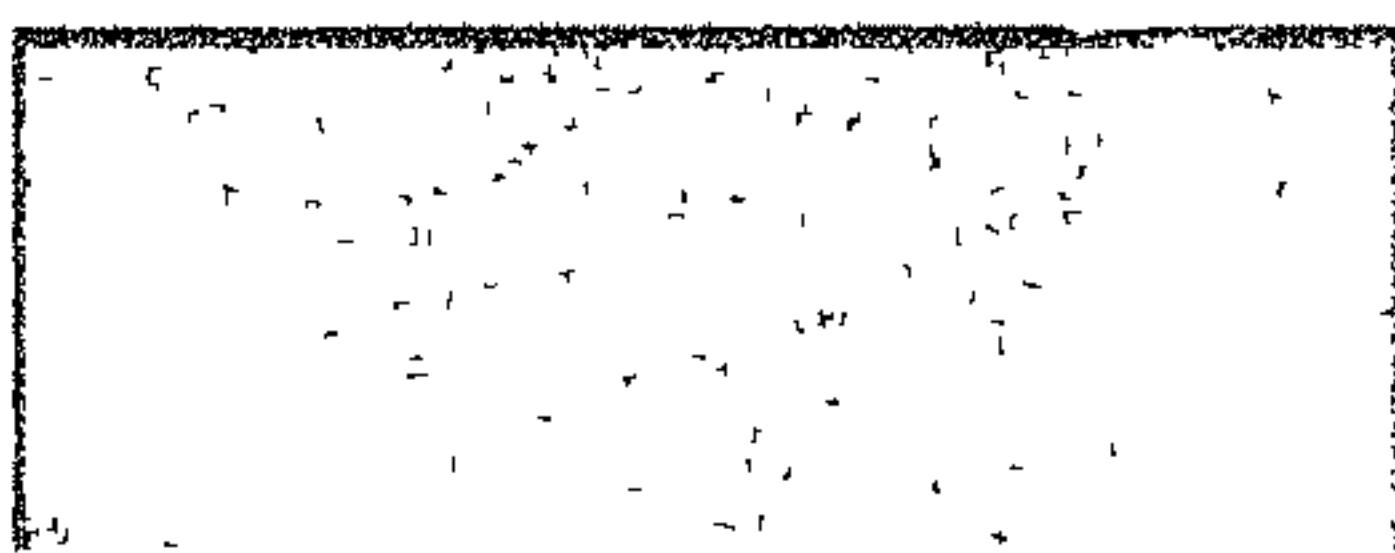
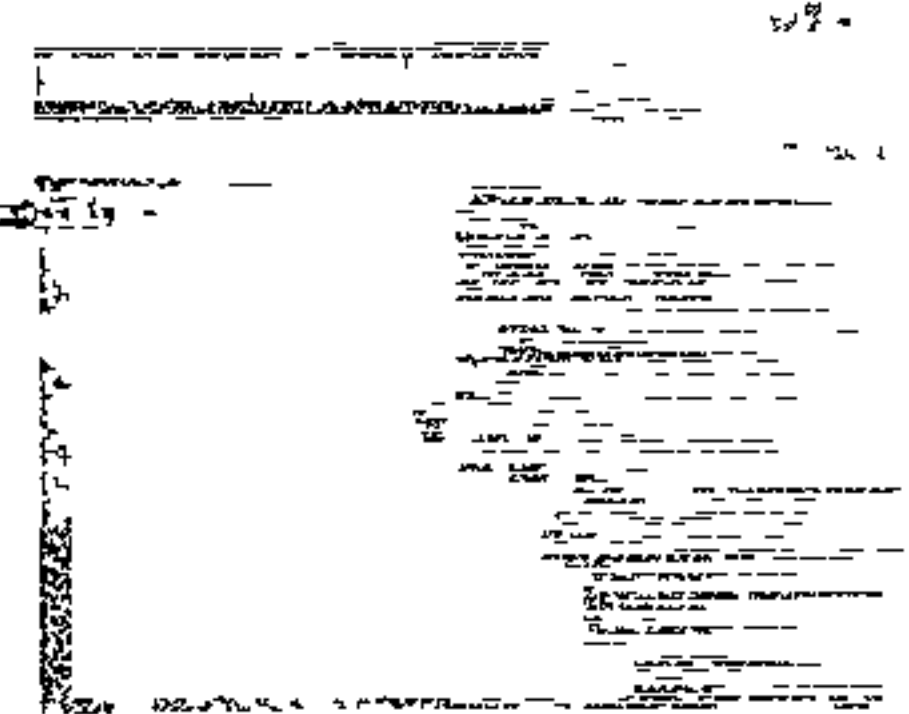
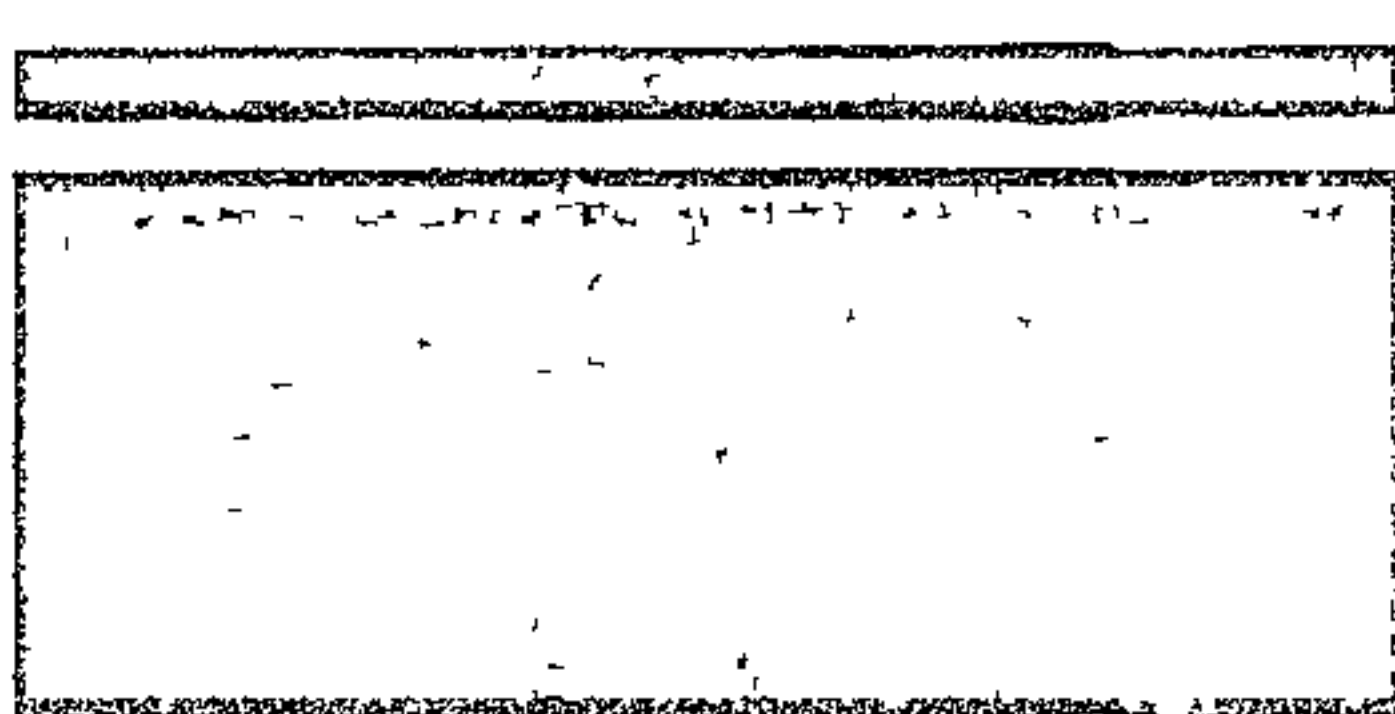
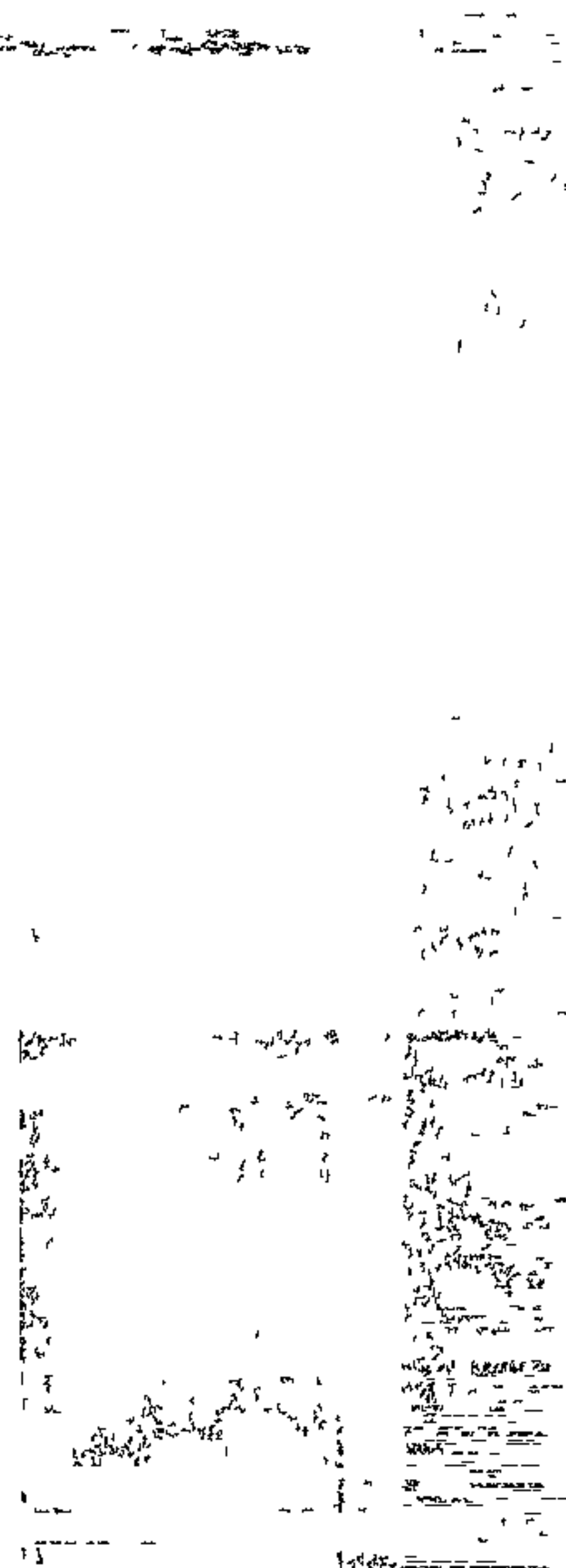
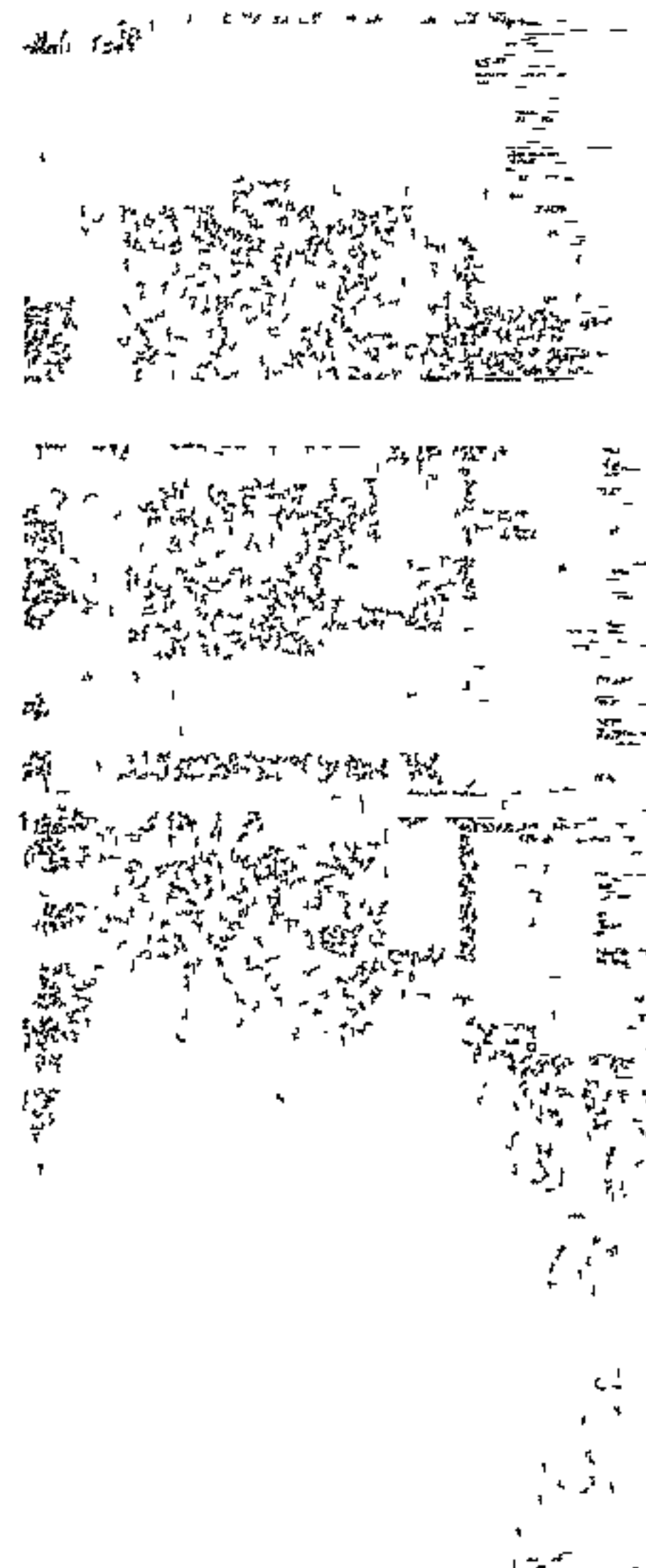
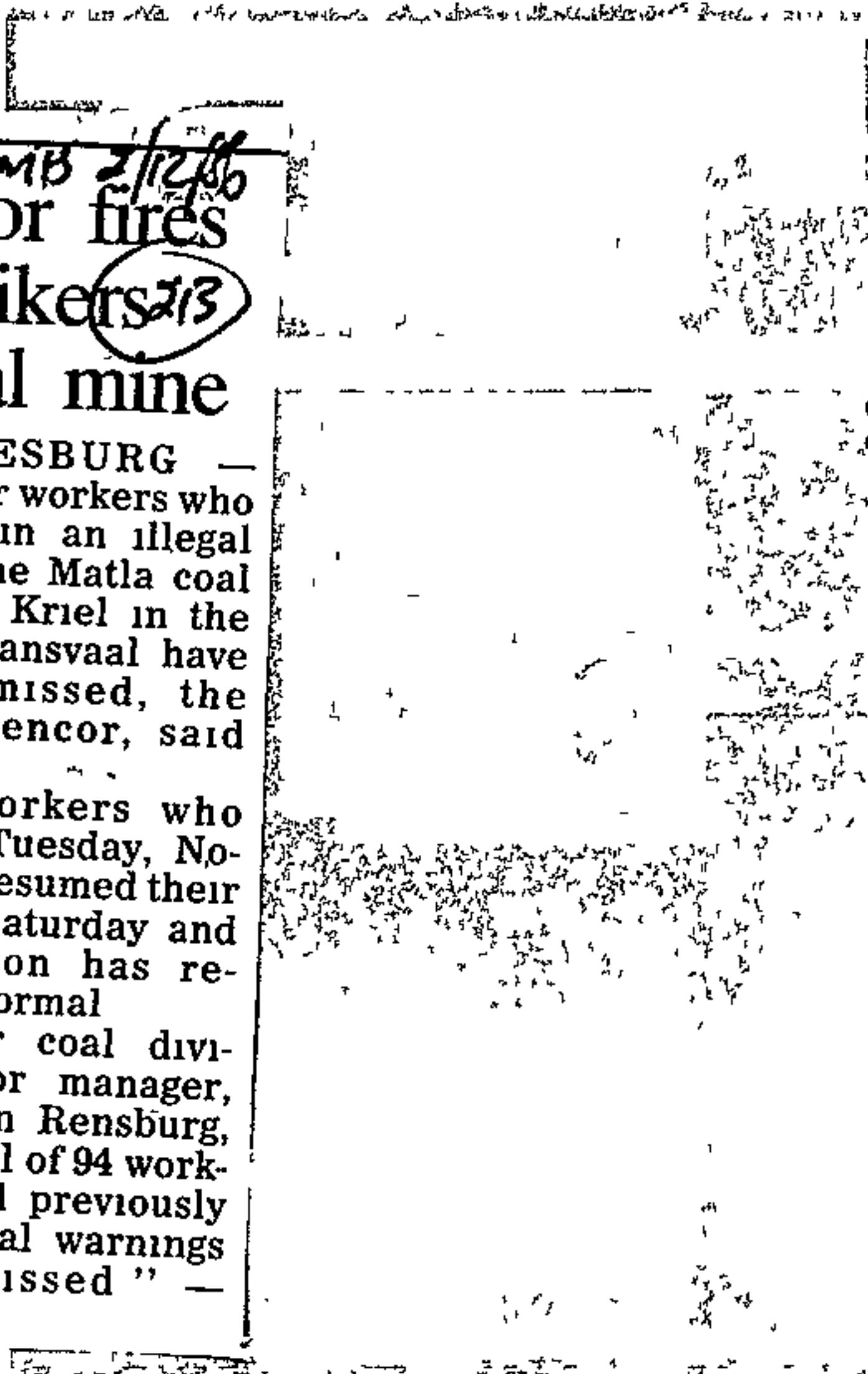
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APC 7/12/86
**Gencor fires
94 strikers**
at coal mine

JOHANNESBURG —
Ninety-four workers who
took part in an illegal
strike at the Matla coal
mine near Kriel in the
Eastern Transvaal have
been dismissed, the
owners, Gencor, said
yesterday.

Other workers who
struck on Tuesday, No-
vember 25 resumed their
duties on Saturday and
the situation has re-
turned to normal.

A Gencor coal divi-
sion's senior manager,
Mr J C J van Rensburg,
said "A total of 94 work-
ers who had previously
received final warnings
were dismissed" —
Sapa



Mine fighting 'under control'

9/12/66
713

JOHANNESBURG — Both shafts at the Vaal-Reefs gold mine in the Western Transvaal were operating normally yesterday morning as faction fighting, in which 20 people were killed and 72 injured, was brought under control.

A spokesman for the Anglo American-administered mine near Orkney said workers belonging to rival factions at the number one and two hostels had handed in their weapons to mine security and on Sunday began returning to work.

This followed talks between management and representatives of workers involved in the fighting.

The spokesman said about 500 employees had voluntarily resigned and management had provided them "with all the necessary assistance in returning to their homes."

Management and the National Union of Mineworkers are investigating the cause of the clashes but no details have yet been released.

Anglo officials said they knew of no grievances at work that could have sparked the clash.

DD 10/11/86 (23)

Kinross quiet but tense — Gencor

JOHANNESBURG — The Kinross mine, where about 6 000 workers have been on strike to demand the reinstatement of a dismissed shaft steward, was "quiet but tense" yesterday, a spokesman for Gencor, Mr Harry Hill, said

Mr Hill said 70 per cent of the workforce had gone to work at the mine's number two shaft while the number one shaft had its normal weekend off

Both shafts were routinely closed on a Sunday and it would become clear today whether the strike was still on, he said

Mr Hill denied allegations by the National Union of Mineworkers that mine security had surrounded the compound area and forced workers to go underground yesterday — Sapa

11 miners die, 20 injured in fighting

2/3
Eye Post
24/11/86

JOHANNESBURG — Eleven Vaal Reef mine workers were killed and 20 injured last night in fighting between employees at the mine's hostel, an Anglo American spokesman, Mr John Kingsley-Jones, said today

certain group, among them the National Union of Mineworkers, attempting to enforce a tavern boycott — an action to which other employees took strong exception," Mr Kingsley-Jones said

The fighting occurred at Vaal Reef's No 1 shaft hostel

"Petrol bombs were thrown at the shaft's tavern on Friday night and this was followed by the murder of two employees on Saturday night" — Sapa

"Management has been led to believe that the fighting was caused by a

Teams battle to seal off fire

Proto teams are still battling to seal off a fire 2 300 m underground at Gold Fields's Kloof Gold Mine near Westonaria on the West Rand.

A company spokesman said today: "It is hard to assess the situation because the area is being sealed off, but we are getting gas readings which indicate the fire is still burning."

The fire, which began on Tuesday, is believed to have been started deliberately. It has cut production at Kloof by 20 percent.

Three injured in fighting at Kinross gold mine

Three workers were injured, one seriously, when a fight broke out yesterday at Gencor's Kinross gold mine near Evander, mine and workers' spokesmen said

The Secunda regional organiser for the National Union of Mineworkers (NUM), Mr Tshidiso Mothupi, said a shot had been fired as busloads of union members were returning from a meeting of all mineworkers in the area

He claimed workers had been brought from the mine's Number Two shaft hostel for the confrontation

Gencor's chief executive for the gold and uranium division, Mr Bruce Evans,

confirmed there had been a fight on the mine and that three miners were admitted to hospital

Mr Mothupi said a shaft steward, Mr Leonard Mafanya, was arrested, a claim denied by Mr Evans.

In a statement, Mr Evans said a fight broke out outside the Number One shaft hostel between a group of between 100 and 200 workers, who had returned from a union meeting at the Langverwacht township, and an equal number of employees at the hostel

Mine security intervened and broke up the fighting.

"The difference of opinion which caused the fight is not yet known."

STAR

213

24/11/86

Bid to resolve mine dispute

JOHANNESBURG — Management at Vaal Reefs gold mine met workers yesterday in an attempt to resolve the differences which led to the deaths of 13 miners at the weekend

The fighting at the mine's number one shaft was apparently caused by differences among workers over a boycott of a tavern which began last Tuesday

A spokesman for Anglo American said after the meetings some 5 000 workers handed in homemade weapons and returned to their hostels

He described the situation yesterday as quiet

Eight of the 13 victims — of whom two were killed on Saturday night and 11 in fighting on Sunday — were members of the National Union of Mineworkers (NUM)

There was no production at the shaft on Sunday night or yesterday

The NUM spokesman, Mr Marcel Golding, said the tavern boycott started when workers voiced dissatisfaction with certain of its practices

● Meanwhile, management at Kinross' Evander mine has denied NUM accusations that mine security men attacked several hundred union members returning from a meeting

The NUM alleged that one worker was killed and an unknown number injured in the incident. — DDC-Sapa

DDC-1/18
2/13

13 DIE IN MINE CLASH

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25/11/86

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Mine deaths

From Page 1

strongly against the boycott

He said management was meeting those involved in the fighting in an attempt to resolve their differences

A Num spokesman, Mr Marcel Golding said yesterday that his union was investigating the situation to ascertain what led to the fighting

Among those killed were Skhethi Mhlamvu, Patrick Masela, Siphon Monenga, Siphwe Mphothulo, Tsangelwa Dlamini, Boyisi Bamgo, Kedibone Letlatsoa, Makomane Tihare, Mkhawula Tsolo, Mzimene Lamune and Motseki Maphela.

The situation was tense at the mine last night and it was not certain whether workers will return to work today



SOWETAN

AT least 13 mine workers were killed and about 20 injured when fighting erupted at the Vaal Reef mine hostel near Orkney, Western Transvaal.

Eye-witnesses said the fighting started on Friday when three shop stewards belonging to the National Union of Mineworkers (Num) were killed and a fourth man hacked to death.

According to Mr Vian Mandleka, regional chairman for education of the Num, about 60 Pondo armed with swords attacked members of Num who were enforcing a boycott of the mine's bar

The boycott stemmed from dissatisfaction regarding the award of production bonuses to employees. Num members demanded that the bonuses should be given to all employees and not

**By SY
MAKARINGE**

only to selected team leaders.

Another reason behind the boycott, Mr Mandleka said, was that three union members were detained by mine security officials. Mine management, however denied this.

Work at number 1 shaft came to a halt yesterday following the killing on Sunday of nine miners. Altogether eight Num members have been killed.

Fighting

Mr John Kingsley-Jones, the mine's spokesman, said management has been led to believe that the fighting was caused by certain groups, among them members of Num attempting to enforce a boycott of a bar. He said other employees were

To Page 2

11 miners killed ^{CAP Times} 25/11/86 in clashes

JOHANNESBURG —
Eleven Vaal Reef miners were killed and 20 hurt on Sunday night in fighting between employees, an Anglo American spokesman said

He said a petrol bomb had been thrown at a tavern on Friday night and this had been followed by the murder of two employees on Saturday night.

□ At Kinross mine, the National Union of Mineworkers said NUM members had been attacked by security personnel. A spokesman said one miner was killed and several injured.

The accusation against security personnel has been denied by the mine management — Sapa

~~NUM~~ ~~NUM~~ ~~NUM~~ 213

Gold Fields fights on over mine balloting

ALAN FINE 26/11/88

GOLD FIELDS has decided to ask the Supreme Court to overturn an Industrial Court order obliging the mining group to make available strike balloting facilities to the National Union of Mineworkers (NUM) at four of its mines.

After Monday's order the NUM had planned to conduct strike votes at the East Driefontein, Venterspost, Doornfontein and Kloof mines this week. But the appeal effectively delays implementation of the order.

A NUM spokesman said yesterday he was surprised Gold Fields was "not prepared to accept the decision of the Industrial Court, which was established to regulate labour relations".

Gold Fields declined to facilitate ballots at the four mines because, it said, the NUM is not recognised at them and they are, therefore, not party to the wage dispute which exists at the company's three other gold mines. Gold Fields previously gave the NUM permission to hold ballots at Deelkraal, Libanon and West Driefontein, where the NUM is recognised.

The ballots are aimed at ascertaining workers' views on the company's refusal to offer wage increases above those implemented after a wage adjustment in August. Gold Fields says its present wage rates compare favourably with those at other mining houses.

According to Gold Fields, grounds of appeal include the contention that the Industrial Court does not have jurisdiction to grant the order.

215
30/10/86 BUS DM
NUM gets workers back on job

THE wage strike by 30 000 workers at three mines administered by the Gold Fields group appears to be almost over

After discussions between leaders of the National Union of Mineworkers (NUM) and their members at the mines, the morning shift at Doornfontein gold mine turned up for work yesterday, and

was followed by the afternoon shift at Deelkraal.

By late afternoon workers at the largest of the three mines, Kloof, were still out. But there were apparently some communications difficulties between the union and its members there and it seems likely they, too, will return to work soon

Mine strike may end today

The wage strike by nearly 35 000 members of the National Union of Mineworkers (NUM), in progress at three Gold Fields mines since Sunday, may end today.

Talks with management broke down after only one session yesterday when the company insisted on a return to work before negotiations could continue.

A Gold Fields spokesman said workers on morning shift at one of the strike-hit mines, Doornfontein, had resumed their duties this morning. Strikes at Kloof and Deelkraal mines were continuing.

NUM Press officer, Mr Marcel Golding, accusing Gold Fields of "intransigence" during the abortive talks, said the union would attempt to meet Gold Fields tomor-

row through the Chamber of Mines.

The Gold Fields spokesman, confirming that the company "could not negotiate in good faith" while strikes continued, said talks were likely to be held "soon".

Demands by the strikers include an improvement in wages, income security for workers incapacitated by work-related injury, improvements in holiday leave bonus and the release of 18 colleagues.

Gold Fields pulled out of talks which led to a wage agreement between NUM and four mining companies, guaranteeing improvements in income security and wage increases ranging between 19,5 and 23,5 percent for surface and underground workers.

35 000 miners end strike — pave way for pay talks

Rod bowled out over beer



Rod Marsh

The Argus Foreign Service

MELBOURNE — Former Australian test wicket-keeper Rod Marsh, has been stumped — he has lost one of his cherished records

It's not a cricketing record, but one for beer drinking

Marsh held the record for the Australia-to-London trip — 45 cans of beer during the 28 hours — until it was taken from him by Olympic swimmer Neil Brooks, who drank 46 cans

However, Brooks paid dearly for his effort. He swam badly at the Commonwealth Games in Edinburgh, at the world championships in Madrid, and was suspended for six months by Australian swimming officials

The Argus Correspondent

JOHANNESBURG — The strike by about 35 000 members of the National Union of Mineworkers at three Gold Fields mines in the Western Transvaal has ended, opening the way for a resumption of talks between the union and employers

A spokesman for Gold Fields said workers at Kloof and Deelkraal reported for duty last night, while employees at Doornfontein returned yesterday morning

He could not say if the strike by about 70 clerical workers at the Libanon mine, where the union claimed workers had been forcibly stopped from striking on Sunday, was continuing. The company said two workers were arrested yesterday at Libanon for alleged intimidation

The return-to-work at Kloof, Doornfontein and Deelkraal follows a breakdown in talks between the parties on Tuesday when the management insisted that the strike ends before further negotiations could take place

The Gold Fields spokesman said the company was still committed to restarting talks "as soon as possible", but could not say if these would resume today

NUM spokesmen could not be reached for comment today but the union earlier indicated that it would seek a resumption of talks with Gold Fields through the Chamber of Mines

Workers' demands expected to be discussed at an NUM-management meeting include an improvement in wages, income security for workers incapacitated by work-related injury and the release of 18 colleagues allegedly arrested during the strike

Gold Fields was not party to the wage agreement signed between the NUM and four other mining companies, guaranteeing improvements in income security and wage increases ranging between 19,5 percent and 23,5 percent for surface and underground black mine workers

The company says that since July 1 pay rates at its gold mines had risen by 21,3 percent and at collieries by 23,7 percent

Gorbachev to visit S America

WASHINGTON — Mr Mikhail Gorbachev plans to visit Mexico and other Latin American countries in what appears to be the most ambitious diplomatic initiative by a Soviet leader in the West, US officials say.

Mr Gorbachev "tentatively" plans to visit Cuba, Moscow's closest ally in Latin America, as well as Brazil, Argentina and possibly other South American countries early next year, the officials said

As far as is known, the only Soviet leader to have visited Latin America was the late Mr Leonid Brezhnev, who travelled to Cuba for a Communist Party congress in 1975 — Sapa-AP

STAR 2/10/86

NUM strike end opens path to talks

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The strike by about 35 000 members of the National Union of Mineworkers (NUM) at three Gold Fields mines in the Western Transvaal ended yesterday, opening the way for a resumption of talks between the union and management.

A spokesman for Gold Fields said workers at Kloof and Deelkraal reported for duty last night, and employees at Doornfontein returned yesterday morning.

He could not say yet if the strike by about 70 clerical workers at the Libanon mine was continuing.

The return to work at Kloof, Doornfontein and Deelkraal followed a breakdown in talks on Tuesday, when management insisted the strike end before further negotiations could take place.

The Gold Fields spokesman said the company was still committed to re-starting talks "as soon as possible".

NUM spokesmen could not be reached for comment today, but the union had earlier indicated it would seek a resumption of talks with Gold Fields.

Workers' demands include an improvement in wages, income security for workers incapacitated by work-related injury, improvements in holiday leave bonus and the release of 18 colleagues allegedly arrested during the strike.

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Stayaway at (213) refinery after talks deadlocked

News 3/11/80
JOHANNESBURG — Workers at Zinc Corporation's refinery near Springs failed to report for their shifts last night and this morning, Gold Fields of South Africa said in a news release today

A strike ballot was apparently held on Friday but the management of Zincor, which is affiliated to Gold Fields, had not been advised of the outcome, the statement said

Wage negotiations between Zincor and the National Union of Mineworkers (NUM) became deadlocked last month NUM then applied for the establishment of a conciliation board

The Minister of Labour failed to approve or disapprove the establishment of a conciliation board within the 30-day period provided for in the Labour Relations Act, the statement said

"Zincor and NUM held further talks at the invitation of Zincor. The parties again deadlocked and NUM requested permission to hold a strike ballot on Zincor's premises"

Zincor management said they had not been advised of the outcome following Friday's ballot nor were they informed that workers would go ahead with a strike. — Sapa

AKGWS 5/11/80

Tin miners go back after two-day stoppage

JOHANNESBURG — Workers at the Rooiberg tin mine were back at work today after a stoppage which started on Sunday night, Gold Fields said in a statement today

By yesterday afternoon about 60 percent of the work force at the C mine had reported for work, the statement said

Workers at Zincor are still on a strike which started on Sunday night following a deadlock in wage negotiations. The plant is operating at slightly reduced capacity, Gold Fields said.

The company says in its statement it would welcome talks with the National Union of Mineworkers — Sapa.

5 500 stop work at Kinross mine

008/1/86
2/3

JOHANNESBURG — About 5 500 mineworkers are on a work stoppage at Gencor's Kinross gold mine near Evander, the company said yesterday.

A spokesman said workers had not reported for duty on Thursday night and yesterday morning.

The National Union of Mineworkers' (NUM) Eastern Transvaal organiser, Mr Tshidiso Mothupi, said the workers had stopped work after management had made it clear it would not accede to their demands.

The demands included the reinstatement of the union's regional chairman, Mr Eric Vala, who was fired for his alleged role during the disruption of a management-organised memorial service in September for the Kinross mine disaster victims, the mine said.

Management also objected to Mr Vala's participation in a commemoration service for the late Mozambican Pres-

dent, Mr Samora Machel.

Workers also demanded the reinstatement of three union leaders dismissed after underground work stoppages over production bonuses two weeks ago.

The Gencor spokesman said the stoppage happened despite requests for the union to follow established grievance procedures.

Intimidation had taken place. Three people had been injured and mine security had to intervene, he said.

However, a union spokesman claimed mine security had fired rubber bullets at the workers.

Both parties were to meet late yesterday.

Meanwhile, over 1 000 workers ended a sit-in strike at Sappi's Enstra paper mill in Springs yesterday after the Rand Supreme Court ordered them to leave the plant.

The order was served on the Paper, Wood and Allied Workers' Union

yesterday morning as the strike, by workers demanding that Sappi hold wage negotiations at national rather than plant level, entered its fourth day, a Sappi press statement said.

The workers' demands clashed with an agreement between Enstra mill and the union in September, the statement said.

Employees making similar demands at Sappi's Adamis Mill in Port Elizabeth returned to work yesterday morning — Sapa

Beatle's son fined for theft

LONDON — The 19-year-old son of former Beatle Ringo Starr was fined £125 yesterday when he admitted stealing a car stereo after a drinking session.

Unemployed Jason Starkey was found crouched on the floor of a van near his London home. A stereo tape deck was found nearby — Sapa-RNS

Cont +

about bodies

TYRE and

Parties

Area

Footnotes

1. Overtime

Twenty killed at Vaal Reefs

CAPE TIMES 8/12/86 (213)

INCE

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teNywerhede - kers' Union

Uitenhage

Own Correspondent

JOHANNESBURG — Fighting at Vaal Reefs gold mine at the weekend claimed the lives of 20 people and injured another 72

A statement from the owners, Anglo American Corporation, said the cause of the conflict had not yet been ascertained, although it may have been tied to the recent dispute over enforcement of a shebeen boycott at the mine

Mine management has been holding meetings with representatives of the warring factions in "an urgent attempt to find out the cause of their actions and to resolve their differences"

Fighting initially broke out at number two shaft on Friday night, and ten people died. On Saturday night it spread to number one shaft as well, despite the maintenance of "a strict security presence and management successfully persuading large numbers of hostel residents to surrender their homemade weapons"

On Saturday, nine residents died and 21 others were injured in the fighting at number one shaft, while one resident died at number two. "The fighting was quickly brought under

control when mine security intervened," said the statement.

Vaal Reefs is the world's biggest gold mine, employing 47 000 people

UPI reports this to be the fourth bloody clash between opposing groups at the mine in two weeks

Mr John Kingsley-Jones, spokesman for Anglo American, said the latest clashes erupted "under cover of darkness" while officials investigated Friday night's fighting

Mine security officers were posted to keep opposing groups apart and police officers were probing the fighting, he said

Twelve mineworkers died in clashes at the mine on November 23. Officials said conflict was touched off when a group resisted trade unionists' attempts to shut down a company-owned beerhall

A 13th victim died a day later and at least 20 were hurt in the battle

Mr Kingsley-Jones said the violence at the weekend could be tied to the beerhall incident

"No reasons have been given, but last night's incident may well be linked to fighting which broke out two weeks ago," he said

r day, or overtime

Kinross miners stop work

W/Argus 8/11/80
213
Weekend Argus Correspondent

JOHANNESBURG — About 5 500 mineworkers have stopped work at Gencor's Kinross gold mine near Evander, the company said

A spokesman said the workers at the mine's two shafts had not reported for duty on Thursday night and yesterday, but he could not say what the workers' grievances were.

However, the Eastern Transvaal organiser of the National Union of Mineworkers, Mr Tshidiso Mothupi, said the workers had stopped work after management had made it clear it would not accede to their demands.

Their demands included the reinstatement of the union's regional chairman, Mr Eric Vala, who was dismissed after a management-organised memorial service for the Kinross mine disaster victims in September was disrupted.



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Action over strike ballot

FOUR National Union of Mine Workers (NUM) members yesterday brought an urgent application before the Rand Supreme Court, seeking to interdict the Kloof Gold Mining Company from preventing the union conducting a strike ballot among mine employees.

Jacob Zonwabele, Nicholas Mbewu, Steven Rapopo and Cornelius Mahintsho — all employees of the mine, which does not recognise the NUM — sought to have Justice

LIAM EGAN

MacArtur sanction the strike ballot intended for today. *BUSDAY*

It was apparent from court papers that the NUM seeks by the proposed ballot a mandate from mine employees to declare a lawful strike over a wage dispute at present on appeal before the Industrial Court.

The hearing was postponed until today.

213

Union concern at faction fighting

THE Black Allied Mining and Construction Workers' Union (Bamcwu) yesterday expressed serious concern at the increased incidence of faction fighting on the mines.

The union said the incidents were part of an "ongoing general pattern of fostering rivalry ... and bloody confrontation" between workers, aimed at "destabilising the gains made by the labour movement ..."

It called on all black miners to

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ALAN FINE

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"exercise vigilance against this new form of control".

Faction fighting at the Vaal Reefs, Kloof and President Steyn mines has claimed the lives of 46 miners in the past month. Both Anglo American and Gold Fields have rejected previous union accusations of their responsibility for the violence.

Faction fights claim 11 more

ANOTHER 11 mineworkers have been killed in a resurgence of tribal faction-fighting, says Anglo American.

Seventy miners were injured in Wednesday's clashes at a migrant worker hostel at the President Steyn gold mine, Orange Free State.

Nineteen people have been killed in fighting since the weekend. The hostel has been tense since a number of miners were killed earlier this week in faction-fighting, which is believed to be linked to the death of a team leader in a weekend brawl.— Reuter.

11 more die in mine faction fights

JOHANNESBURG—Nineteen mineworkers have been killed since the weekend in faction fighting that broke out at the President Steyn Gold Mine in Welkom, a spokesman for Anglo American said last night.

The death of 11 of the mineworkers occurred in renewed fighting last night at the No 1 Hostel.

Of the 70 injured, 25 are serious and being treated at the Ernest Oppenheimer Mine Hospital in Welkom.

The fighting started on Sunday night when an incident among a few Xhosa and Basotho mineworkers occurred. One mine-

worker was killed.

On Monday night faction fighting broke out. Six mineworkers were killed outright and 38 were injured. Yesterday morning one of the injured died in hospital.

Last night's renewed fighting, culminating in the death of 11 workers, brings to 19 the number killed so far.

The cause of the fighting has not yet been established and a number of hostel residents have asked to return home. Mine management was making the necessary arrangements for them to do so. — (Sapa)

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Mine faction fighting death toll rises to 19

The death toll in faction fighting this week at Anglo American's President Steyn Gold Mine near Welkom in the Free State has risen to 19, the company said.

At least 1 300 residents of the mine's number one hostel have returned home and more have told management they wish to leave.

"The death of 11 of the mineworkers occurred in renewed fighting on Wednesday night at the number one hostel," the spokesman said. Of the 70 injured, 25 are in a serious condition and are being treated at the Ernest Oppenheimer Mine Hospital in Welkom.

Fighting began on Sunday night after an incident between a few Xhosa and Basotho mineworkers. One mineworker was killed.

On Monday night faction fighting broke out. Six mineworkers were killed and 38 were injured. On Wednesday morning one of the injured died in hospital.

The spokesman said the cause of the fighting had not yet been established.

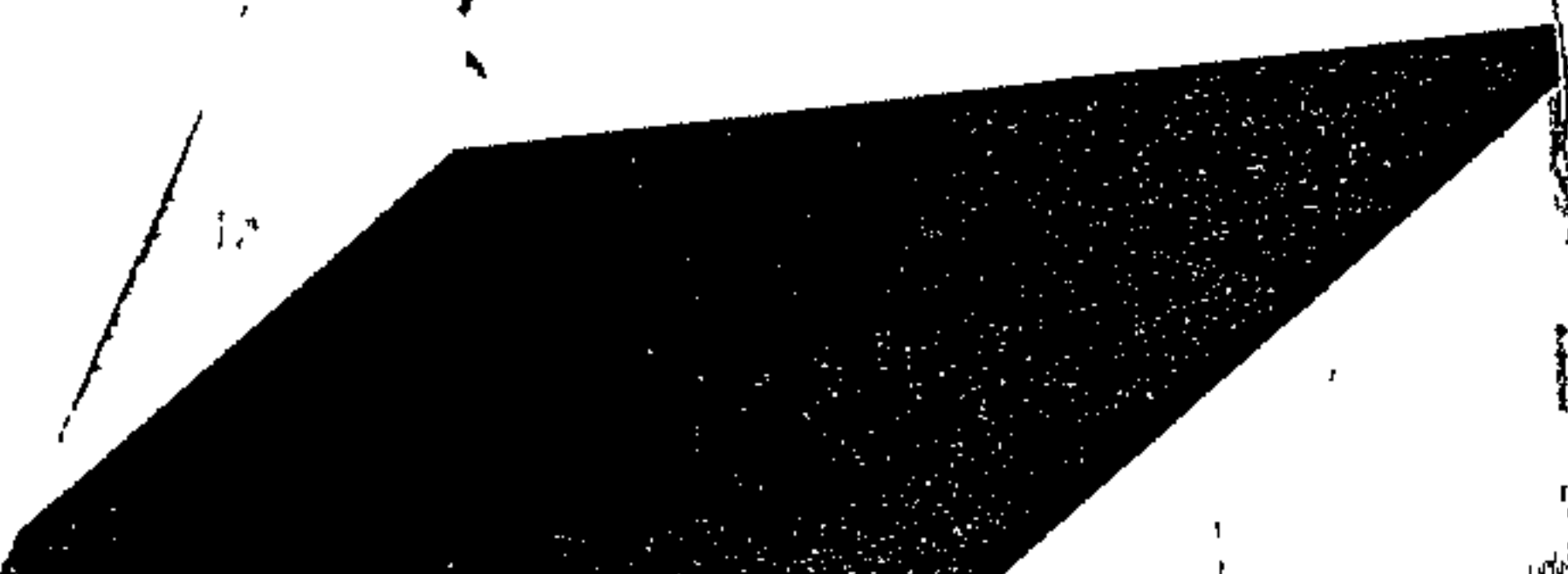
Production at the number one shaft came to a standstill yesterday, but the three other shafts were operating normally.

Family



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MINE LABOUR

Cliffhanger at Kloof

Members of the National Union of Mineworkers (NUM) this week turned to the Supreme Court in a bid to force Gold Fields of SA (GfSA) to grant them the right to conduct strike ballots on the group's gold mines

The union's action follows the decision of four GfSA mines to appeal against an Industrial Court judgment handed down on November 24, which ordered them to grant NUM balloting facilities. The lodging of the appeal effectively suspended the Industrial Court's order.

Underlying the court actions are two issues which are matters of dispute between NUM and GfSA. The first is the dispute which the NUM declared against the Chamber of Mines in June in the course of its annual wage negotiations. In late October, NUM settled this dispute with Anglo American, JCI, Rand Mines and Gencor, leaving GfSA as the odd man out. On October 27, about 30 000 workers at GfSA's Kloof, Deelkraal and Doornfontein mines embarked on wildcat strike action.

The strikes lasted for three to four days. When NUM and GfSA subsequently met on November 3 to discuss wages, the union learnt for the first time that the mining house had granted a general wage increase to its workers during August. NUM objected, charging that by unilaterally raising wages, GfSA was attempting to undermine its role as the collective bargaining agent of its members. This was the origin of the second dispute.

On November 12, NUM asked GfSA to grant it facilities to conduct strike ballots for both disputes at seven gold mines. GfSA replied that it was prepared to accede to the demand at its Deelkraal, Libanon and West Driefontein mines (where NUM was recognised for the purposes of the 1986 wage negotiations), but not at the remaining four mines where NUM has members but is not recognised.

The union's response was to approach the Industrial Court with an urgent application. It asked the court to direct the Kloof, Venterspost, Doornfontein and East Driefontein mines to, among other things, grant its officials and office-bearers access to mine property for the purpose of arranging and conducting strike ballots. In ruling against the mines, the Industrial Court said "It can hardly be said that (their) attitude could be described to be laudable, particularly when considered against the background of sound labour relations which usually demand a more reasonable, realistic and moderate approach."

Notwithstanding the suspension of the In-

dustrial Court's order because of the appeal, NUM earlier this month asked the four mines for access to conduct ballots. In doing so, the union stressed that the ballots would be held outside working hours, would not interfere with normal mine operations and that it was not asking for any assistance. Rather, it was seeking an assurance that the mines would not interfere in the balloting process. The mines responded saying that they interpreted the NUM request to mean that they were being asked to comply with the Industrial Court order and that they were not prepared to do so because of the appeal.

On December 4 the NUM, never known to take rejection lying down, responded by informing Kloof mine that its members there intended holding a strike ballot on December 10 in the privacy of their hostels. Central to NUM's assertion were the conditions laid down in the employment contracts issued by The Employment Bureau of Africa (TEBA), in terms of which mines undertake to provide accommodation for their employees. The union contended that this meant hostel dwellers should have full use of hostel facilities, including the right to hold a ballot, and asked Kloof for an assurance that they would not be prevented from doing so. Kloof refused, stating that in its view, neither NUM nor its members have the right to conduct a ballot.

This week's Supreme Court application, made on behalf of five NUM members employed at Kloof who want to stage a ballot on Friday, is in a real sense a test of what kind of control mine managements are able to exercise over migrant workers in their individual capacities. But the court's finding will go a long way towards determining the overall course of NUM's dispute with GfSA. ■

Faction fight toll now 19

JOHANNESBURG — Nineteen mine workers have been killed since the weekend in faction fighting that broke out at the President Steyn Gold Mine in Welkom, an Anglo American spokesman said last night. The death of 11 of the mine workers occurred in renewed fighting on Wednesday night.

By Dave Edwards

A NEW phase of violence has claimed the lives of 47 miners in four weeks.

A check list of outbreaks suggests that although fighting at Vaal Reefs near Klerksdorp has been by far the most costly as far as lives are concerned, incidents have not focused on a particular company or been concentrated in a certain area. Current violence started at Kinross near Evander in the Eastern Transvaal on November 23 when a fight broke out outside the No 1 shaft hostel between workers returning from a trade-union meeting and other hostel dwellers.

Three workers were taken to hospital after a fight between 200 and 400 men.

Beerhall

The cause of the fight, which was broken up by mine security forces, is not known. But NUM public relations officer Marcel Golding claimed "About 800 unionists were attacked by indunas and mine security forces in what appears to have been an orchestrated attack on union members".

On the evening of Novem-

47 miners dead in new phase of violence

21/12/74 SUNDPHES ~~21/12/74~~ 213

ber 24, 13 people were killed and 20 injured in fighting at Vaal Reefs.

The fighting erupted over a worker decision to boycott a beer tavern, which had been petrol-bombed on November 21 resulting in two deaths. This decision caused factions both for and against the opening of the beerhall.

Mr Golding says fighting began when NUM shaft stewards were allegedly attacked by indunas, but an Anglo American spokesman said it started when miners, including NUM members, clashed over the boycott.

About 5 000 workers failed to turn up for work the next day.

Bottle

On December 3, one worker was killed and another seriously injured when miners leaving a union meeting at Grootvlei gold mine were al-

legedly fired on by police after one of the men had injured a policeman with a bottle.

The incident again precipitated a strike, but production resumed that evening after management made it clear that it was not involved in the police action the previous night.

Teargas

Fighting at Vaal Reefs flared up again on December 6 when 10 miners died in faction fights. Another 51 were admitted to hospital, but none was seriously hurt. According to management, the factions were divided on tribal lines and hostel workers were armed with home-made weapons. An Anglo American official said the fights were linked to the November 24 violence involving the beerhall boycott.

By December 7 an estimated 500 employees resigned and received assistance to return home. Work on the mines was not affected.

Eight miners were killed and at least 12 injured when fighting between Zulus, Pondos and Xhosas erupted at Kloof. According to some reports, Zulus attacked people outside the hostel complex.

The fighting was stopped by security personnel using teargas.

Fighting at President Steyn claimed eight lives on December 15 and 34 injured.

Tribal fighting at a hostel claimed the lives of another 11 workers and 70 were injured. The fighting appeared to be linked with a team leader's death in a hostel brawl.

Although each incident appears to have its own particular ignition factor, there is reason to suspect that the present spate of fighting is related to a widespread revival of tribal differences.

What the root cause is and how long this pattern of events will go on is anyone's guess.

8 miners die, 37 injured in faction fight

213
Geo Park 24/12/86

JOHANNESBURG — Eight mine workers died and 37 were injured in faction fighting at the Number Two Hostel of the President Steyn Gold Mine near Welkom last night, Mr James Duncan of Anglo American Corporation said today

Twenty-nine of the injured were being treated in hospital. One was in a critical condition and seven were in a serious condition.

The fighting broke out

at 10 30pm last night and order was restored soon afterwards by mine security assisted by the South African Police," Mr Duncan said

"A shift did not go underground at the mine's Number Two shaft this morning and consequently most of the hostel's residents have been sent home early for the Christmas break," he said

Mine management was organising a meeting between representatives of

the two factions involved, Xhosa and Basothu, in an attempt to establish the cause of the fighting

Yesterday, prior to this incident, an Anglo spokesman said management was extremely concerned about the incidence of inter-group violence at the mine recently and had appointed Advocate R. H. Zulman, SC, vice-chairman of the Johannesburg Bar Council, to conduct an inquiry into the violence — Sapa

213 SML 24/11/66

Anglo to probe gold mine violence

The Anglo American Corporation is to hold an inquiry into recent violence at President Steyn Gold mine

"Management is extremely concerned about the incidence of inter-group violence at President Steyn Gold Mine recently and consequently has appointed Advocate R H Zulman, SC, vice-chairman of the Johannesburg Bar Council, to conduct an inquiry into the facts and causes of the violence," an Anglo spokesman said yesterday

able to sit up in a bedside chair" *...fully conscious and*

Mine death toll rises to 213

Cape Times 27/12/86
JOHANNESBURG — A mineworker died in hospital yesterday, bringing to nine the death toll in recent faction fighting at the Number Two Hostel of the President Steyn gold mine near Welkom, Anglo-American Corporation said yesterday. A spokesman said on Wednesday that eight mine workers had died and 37 were injured in faction fighting at the hostel the previous night. He said 28 men were still in hospital.

Thesis slams 'faction fight' claims

THE migrant labour system is at the root of faction fighting on South Africa's gold mines, a leading research official from the Chamber of Mines, Dr Kent McNamara, told the Weekly Mail in an interview this week.

He said other factors included congestion in the mine hostels, competition for women and liquor supplies, and struggles over wages and jobs in the context of widespread unemployment and drought in the rural areas.

McNamara, who has recently finished an exhaustive doctoral thesis on conflict on the mines, rubbished the conventional white view that faction fights showed blacks were inherently savage, inferior and incapable of settling their differences.

Faction fighting has claimed the lives of more than 200 miners since 1973. Fourteen workers have died in fighting at Anglo American's Vaal Reef in the past week.

In an historic move, Anglo American and the National Union of

By PHILLIP VAN NIEKERK
Mineworkers (NUM) have set up a commission of enquiry to examine the causes of faction fighting on Anglo's mines.

McNamara, whose thesis took eight years to complete and is already being viewed as the authoritative work on the subject, said migrant labour was the social context for faction fighting.

"There are certain social divisions on the mines which can be traced back to migrant labour," he said. "Men are

recruited from different regions and maintain these relationships when they come to the mines. All that a migrant labourer has are his friendship relations — the people from his home region who live in his compound — which he is unlikely to repudiate."

McNamara said the result of the constant turnover of men resulting from the migrant labour system was that the compounds were "whirlpools of shifting communities" as opposed to settled working class communities.

"The point is that interests remain

regionally based — as opposed to ethnically based. Communal and political tensions become expressed in terms of this social structure and hence one has faction fights."

McNamara said a lot of the conflict on the mines was a reflection of the problems of hostel life: the tensions generated in 16-man rooms, fighting over food rations and noise in the rooms.

He quoted a miner who had explained the conflicts in the hostels by saying "If you put a whole lot of cattle in a kraal and overcrowded them, then they will stamp and horn each other."

Hostel conditions became a particular sticking point during the massive shift to recruitment of workers from South Africa, to replace workers from the neighbouring states, in the mid-seventies.

"The huge intake of novices arriving at the hostels for the first time found it very hard to adjust to hostel life."

He said that 17 percent of the conflicts between 1973 and 1982 related to the shebeens in the farms and townships surrounding the mines.

There were conflicts over the control of liquor supplies to the shebeens, and over access to the relatively few women available for the hundreds of thousands of single men on the mines.

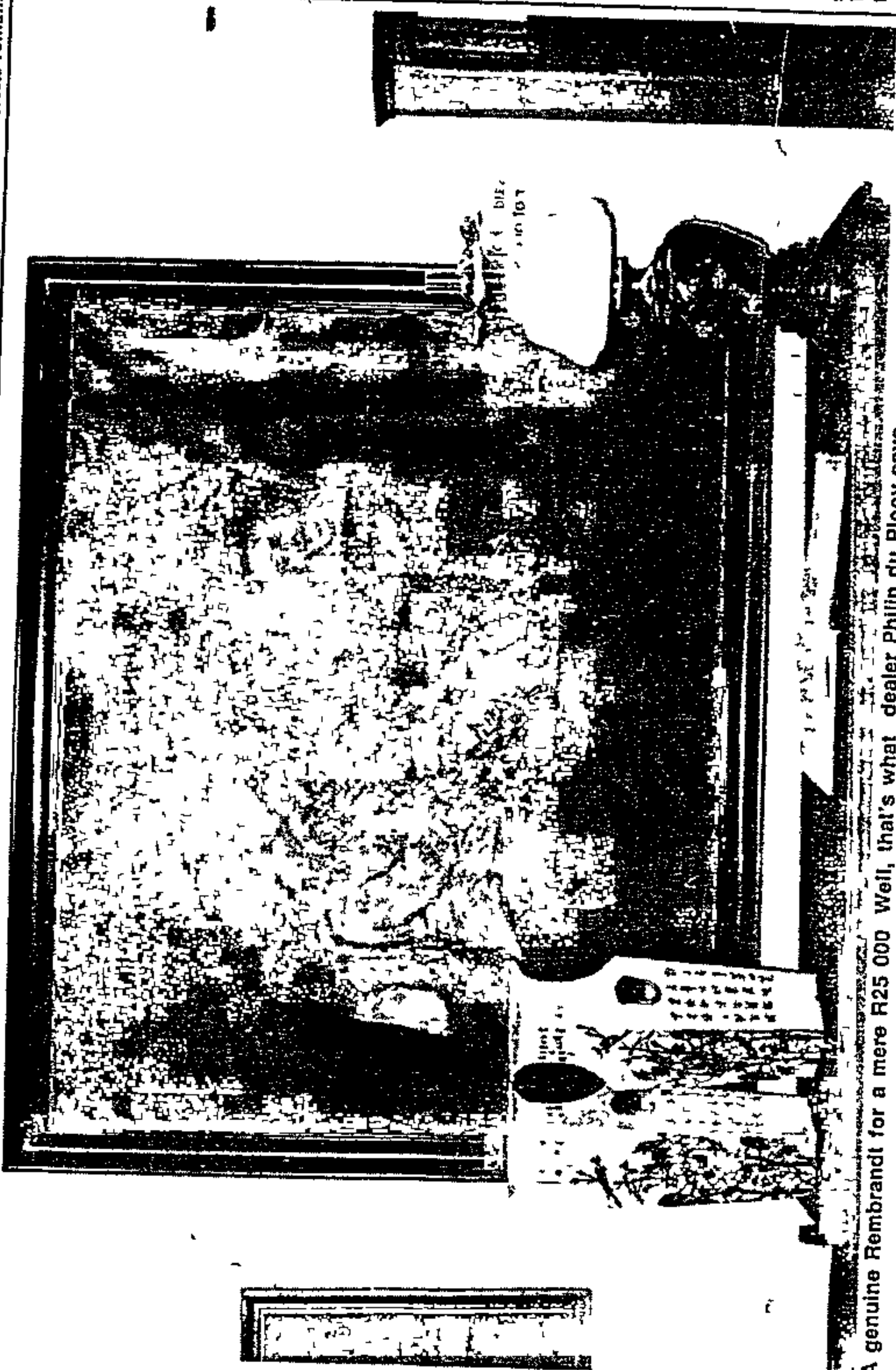
In addition, a large number of faction fights have been over what McNamara termed "political" issues.

"There has been a struggle in this industry for scarce resources such as jobs and wages. This has taken three phases — struggles over the domination of Lesotho nationals in the Free State goldfields, resentment by South African workers towards foreign nationals, and the struggle to stabilise jobs after the industry attempted to stabilise jobs after the mid-seventies."

"In all of these there was a political struggle in the compounds which, because of the migrant labour system, took the form of groups from different regions vying for power."

McNamara said the final phase in the political struggles on the mines was the onset of unionisation, with fights between strikers and non-strikers, the refusal of some workers to join compound boycotts, and cleavages between supervisors and labourers.

● McNamara will be awarded his Ph D degree at the University of the Witwatersrand, next month.



Picture: STEVE HILTON BARBER AFRAPIX

questioners, he changed his mind about the source of the painting and claimed it had been bought by a "Mrs Seru in Belgium". He could not supply her first name, nor her address. He also said that he was no longer sure of the existence "at the factory" of a certificate of authenticity and admitted that Sotheby's had not evaluated the work. When asked why

Randburg Rembrandt: Yours for just R25 000

By HAZEL FRIEDMAN

heard of Bernard Auctoneer in Italy Du Plooy claimed Sotheby's had confirmed that the painting was an original Rut Sandton. Wait, hand it

A genuine Rembrandt for a mere R25 000. Well, that's what dealer Philip du Plooy says.

WANT to buy a Rembrandt, going for R25 000? Or a Van Dyck for R4 250? Just pop along to "Oak Interiors", Westgate's version of Sandton City's "Village Gallery".

The seller is Philip du Plooy, whose shop boasts, besides the chaise-longue furniture, an array of "original masterpieces" — which he staunchly denies are fakes.

Weekly Mail visited "Oak Interiors"

CAN TRIB 29/11/86

NUM, Fields in strike impasse

Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) was considering the future of the strike involving up to 30 000 workers at three Gold Fields mines last night after the company advised it that it would not negotiate further until the strikers had returned to work.

The company had previously expressed reluctance about negotiating until the situation had "returned to normal". However, after receiving a telex from the NUM yesterday, it agreed to a midday meeting.

But an expected follow-up meeting later in the afternoon failed to materialize. Instead, according to union spokesman Mr Marcel Golding, Gold Fields told the union it would "refuse to negotiate further unless the workers return to work".

The company said last night that it was "very surprised at the tenor of the union's statement".

"It is true that we have indicated that we are not prepared to discuss the substantive issues in the face of an unlawful strike. However, we have made clear our willingness to discuss a resolution of the situation and these discussions are, at present, still under way."

Out Times 20/10/86
**All back at
Doornfontein**

213
JOHANNESBURG. — All workers at the Doornfontein gold mine and a few "stragglers" at the Deelkraal mine have returned to work, according to a statement issued by the mine owners, Gold Fields.

The full complement of 4 800 workers at Doornfontein returned to work yesterday.

At Deelkraal there was a small turnout of men but the situation remained "very fluid and difficult to assess".

At the Libanon mine, previously unaffected by strike action, a number of clerks stayed away yesterday.

The strike continues at Kloof mine. — Sapa

FINAL
MINE LABOUR

Key accord reached

Wage negotiations between the National Union of Mineworkers (Num) and Gencor's Marievale gold mine are to be re-opened. The move comes nearly six months after several hundred Marievale employees were dismissed (and later reinstated) for striking over a wage dispute.

In addition, the mine will permanently reinstate 537 dismissed strikers who made labour law history last year when the Industrial Court ordered their temporary reinstatement. Included in this number are 124 employees who failed to return to work before the November deadline set by the court. They are to receive three months' backpay.

Marievale's decision to settle with the union came after a Supreme Court review of the Industrial Court's judgment went against it. The mine was considering taking the matter to the Appellate Division, but has agreed to drop this. In return, the Num has

agreed to drop contempt of court proceedings against Marievale over the eviction of dismissed workers during the strike.

Marievale is still faced with the problem of how to deal with the workers it employed last September to replace the strikers. Gencor's gold and uranium division CE, Bruce Evans, says that because of the good gold price additional positions have been created for a "fair number" of them. He says he hopes that work can be found for the others, either at Marievale or on other mines.

Assuming that the new round of wage talks leads to further wage increases for Marievale workers, Gencor will also have to decide whether to extend the more favourable rates to other mines. Evans says that any union representations on this "will be considered in good faith."

Another loose end to be tied up concerns the position of Marievale assistant hostel manager Frans Spamer and an induna by the name of Mpinga. In November last year the Supreme Court granted an interdict against the two men preventing them from assaulting or killing Num members who were due to return to the mine in terms of the Industrial Court ruling. Evidence against them included a tape recording of a discussion in which they had allegedly planned to assault senior union members. The evidence was not tested because the interdict was unopposed.

Shortly thereafter, the two were transferred, pending a final hearing which will be held "in due course." If the allegations against Spamer and Mpinga are proven, says Evans, the two will "at least" not be given positions of trust over other people.

The Marievale saga is one of the reasons for the present poor relationship between the Num and Gencor. At its recent conference the Num described Gencor as an "enemy company."

But Evans believes that although "there has been hurt on both sides" the Marievale dispute has had positive effects. He says court rulings in connection with the dispute have produced greater clarity on substantive legal issues. Also, as indicated by the agreement, it has led to more cordial communication and an improved relationship between the mine and the union.

It has become clear to both sides, says Evans, "that they need each other." He adds that the lessons learnt during the dispute will be passed on to other mines in his division. □ A strike involving at least 10 000 workers at three shafts of Anglo American's Vaal Reefs mine erupted this week. It apparently follows the arrest on Monday night of eight workers in connection with the murder last

week of four team leaders in a mine hostel. As the FM went to press, employer and worker representatives were attempting to negotiate the resolution of the strike. Anglo appeared hopeful of resolving the matter, but the Num has demanded the release from custody of the eight miners. ■

MINE LABOUR



A bad beginning

The mass dismissal of 20 000 black miners by Gencor's Impala platinum mines in Bophuthatswana this week represents an inauspicious beginning to what already promises to be another tense year on the industrial relations front. The international political repercussions could also be serious — there is no end to the number of senior foreign observers making their way to our shores on fault-finding missions.

Impala's drastic short-term solution, in response to a difficult set of circumstances, does little for long-term labour stability on its mines. Indeed, it threatens to set off a chain of events that could harm a far wider section of southern African interests.

It also does little for the image of Impala's holding company. Gencor is fast gaining the reputation of being SA's most hardline and implacable industrial relations operator — and for good reason.

In last year's wage dispute in SA's gold and coalmining industry, Gencor offered the lowest wage increases of all the six major mining groups. When a legal strike occurred, nearly 1 000 workers at several Gencor mines were dismissed. The mines were then ordered to reinstate most of them after successful Industrial Court actions initiated by the National Union of Mineworkers (NUM).

Along with the order reinstating several hundred workers at the Marievale mine came severe criticism by the court for the company's "adamant" and "paternalistic" labour practices.

Impala is unlikely to face such legal problems operating, as it does, in Bophuthatswana, which, of course, is "independent" and has labour laws signally different from SA's.

For example, Bophuthatswana's Industrial Conciliation (IC) Act, passed in March 1984, prohibits the operation of South African-based unions in the homeland's territory. Furthermore, Bophuthatswana's Industrial Court does not appear to have powers anywhere near as wide-ranging as its South African counterpart.

Furthermore, the Impala strike was not legal in terms of the IC Act. In order to stage a lawful strike in Bophuthatswana it is necessary to follow a cumbersome conciliation procedure. Even then, the country's president has the power to effectively prevent legal strike action if he considers it "necessary or expedient in the public interest".

In fact, soon after the Act was passed, Bophuthatswana's Manpower Minister Rowan Cronjé told the SA Institute of Race Relations that the president's power was specifically designed to prevent legal strikes in the country's strategic industries, notably mining.

Despite these restrictions on the operations of unions in Bophuthatswana, it is naive to believe that a successful industrial relations system depends merely on operating according to the letter of the prevailing law. A reliable system of communication between Impala workers and management is severely lacking — a point acknowledged by acting chief executive officer Gary Maude.

As has unfortunately become the norm in the mining industry, disagreements abound between the NUM and the company over the facts of the dispute (see *Current Affairs*). The question of the NUM's representativeness at Impala is in dispute — the company claims the union has only a few hundred members at its mines, while the NUM claims its support is far greater than that. But there is clearly a high degree of organisation at the mines — a well-orchestrated strike involving 30 000 workers does not happen spontaneously. And the question that must be asked is "why was the situation allowed to develop to this crisis point?"

Replacing the entire workforce is not going to solve the labour problems existing at the Impala complex even if, as management states, there are sufficient experienced unemployed miners in southern Africa to take over the work with a minimum amount of retraining necessary.

And if the NUM is, in fact, representative of a significant proportion of the dismissed workers it is difficult to justify a refusal to deal with it, despite the provisions of the law. At least one South African-based company operating in Bophuthatswana is known to have found a loophole in the law. It negotiates with a representative South African-based union and agreements reached cover employees in Bophuthatswana as well as SA. Although in terms of the Act the agreements reached are not legally enforceable in Bophuthatswana, the company abides by them scrupulously.

A reluctance to talk to the NUM is even more questionable given that Impala finds it very possible to deal with Arrie Paulus's whites-only Mineworkers' Union. And it will do the company no good to encourage future employees to join the embryonic Bophuthatswana National Union of Mine Employees (Bonume). Whether justified or not, Bonume will come to be seen as a "sweetheart" union — a kiss of death in this day and age.

The dismissals could have widespread repercussions further afield. Doubtless other Gencor employees, fresh from their court victories of last year, are going to apply pressure on the company to reconsider its decision.

The dismissals also provide the newly-formed 450 000-strong Congress of South African Trade Unions (Cosatu) with ammunition for its first major campaign.

The dispute in fact contains a number of important ingredients for a high-profile political campaign, including the fact that it highlights anomalies of government's grand apartheid policy, and is the largest mass-dismissal since the birth of the present generation of black unions.

Remembering last year's events when 14 000 Vaal Reefs employees were dismissed (and then rehired), overseas anti-apartheid pressure groups will no doubt make a meal of it, further weakening SA's international standing.

To strive for labour and political stability is a priority in these times. And in delicate situations such as this mass strike, caution, restraint and flexibility — rather than a heavy-handed response — should be the watchwords. ■

Mass sackings: It's grimmer in Bop



213.

THESE is one question to ask about Gencor's mass dismissal of 23 000 Impala Platinum mineworkers this week and that is How was it possible? A sacked 32-year-old underground locomotive driver thought about this question for about 12 seconds before answering.

“Management does not have sympathy for people They don't listen to what we have to say They regard us as animals. That is why it is possible for them to do this”

The acting chief executive of Impala, Gary Maude, responded to the same question at a press conference

“You run into a point where they get completely unreasonable. The alternative is to get rid of the whole labour force and replace them. There is a condition of massive unemployment in the country and that encourages us to take this kind of action.”

National Union of Mineworkers press officer Marcel Golding, answering the same question but in a different sense, said, “Gencor used Bophuthatswana legislation — which makes workers powerless against their atrocious wages and living and

working conditions — as a shield”

All three aspects — Gencor's heavy-handed approach to industrial relations, chronic unemployment; and Bophuthatswana's labour laws — appear to have facilitated the sackings and have been highlighted by the sackings.

For the union, the dismissals represent an almost insurmountable challenge — how to represent mineworkers when your organisation is banned.

And it could be the first trial of strength for the Congress of South African Trade Unions (Cosatu) — due to hold an urgent executive meeting to discuss the issue.

Cosatu pledged at its inaugural congress to organise in the homelands, despite the restrictions and the hostility of nearly all of the Bantustan governments to trade unions

It will be difficult to avoid fighting an issue which at once involves a recalcitrant employer, the denial of mass dismissals and the denial of rights to workers as a result of the Bantustan policy.

Impala denied that the issue of the NUM had been raised, but workers produced lists of demands which they said were forwarded to management right at the beginning of the strike, demanding that the NUM be given an office at the mine

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Impala's general manager J G Cockburn, said

Dismissals: Labour law discrepancy blamed

The dismissal of 20 000 striking miners in Bophuthatswana has sent shock waves through the international platinum market. SHERYL RAINE looks at some of the issues underlying the strike.

THE strike by 30 000 black miners at the Gencor-controlled Impala Platinum mines in Bophuthatswana has shattered expectations in the mining sector that the platinum industry would be left largely unscathed by labour unrest which has recently troubled which has recently troubled gold and coal mines in South Africa.

Predictions by some financial advisers that Impala would remain protected by Bophuthatswana's labour laws and safe from disruptions in production for at least two years while the government-approved Bophuthatswana National Union of Mine Employees (Bonume) became established, have proved to be unfounded.

Scratch the surface of the strike debacle and a host of issues tumble to the fore.

Firstly, and what many observers believe is at the root of the trouble, is the discrepancy which exists between labour legislation in South Africa and that in the homelands

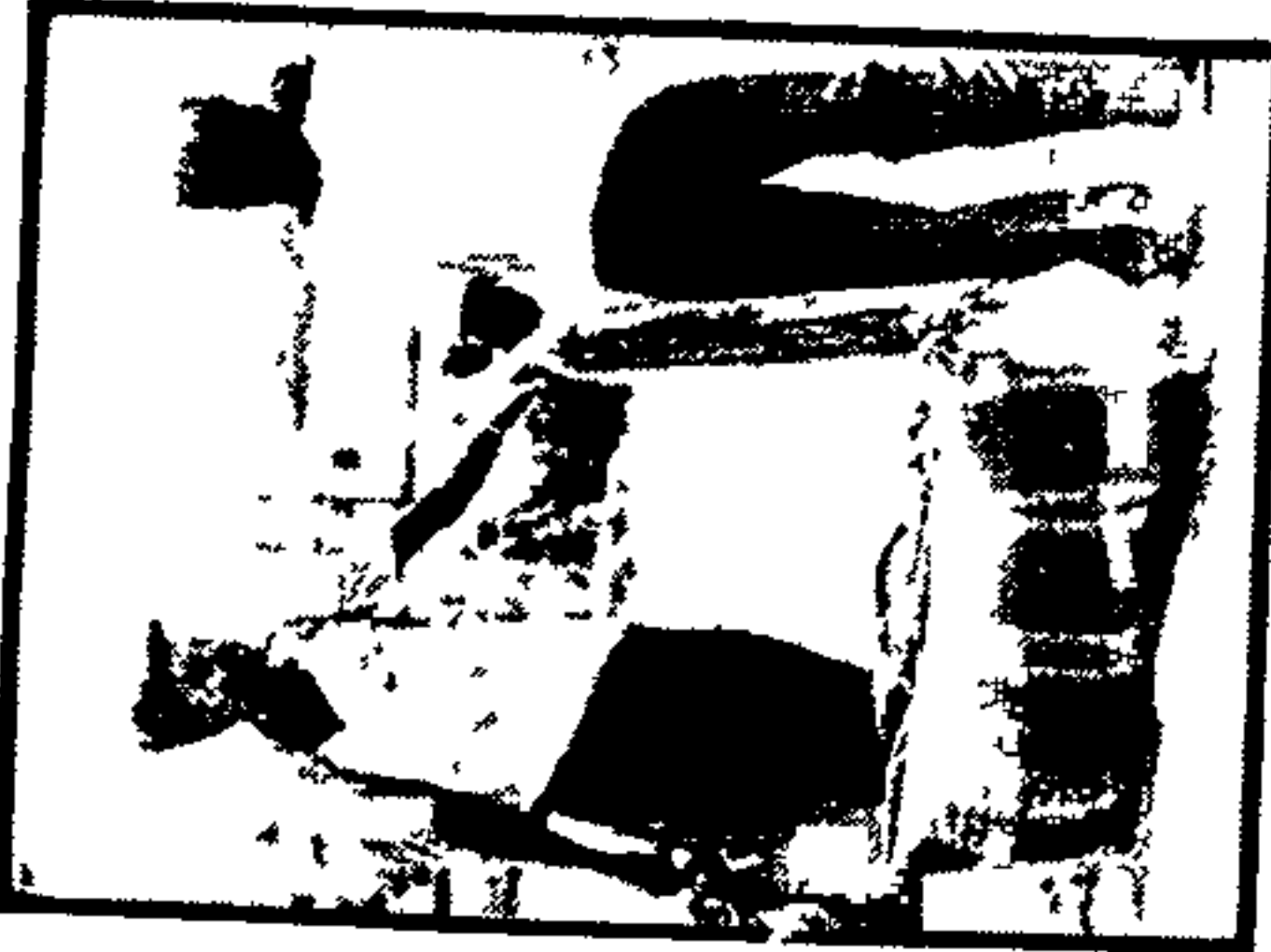
Research has shown that without exception workers in the homelands are subject to more repressive labour legislation than in South Africa and that the Wiehahn reforms have largely failed to trickle over the borders into the national and independent states.

Labour unrest, however, is trickling over the borders, as this week's dispute seems to indicate.

In Bophuthatswana, the Bophuthatswana Industrial Conciliation Act of 1984 governs collective bargaining, places a ban on "foreign" unions from South Africa and lays down a strike procedure which legal experts believe effectively blocks legal strikes.

Despite the fact that it is a "foreign" union which is not registered in Bophuthatswana, the National Union of Mineworkers claims considerable support at Impala and says workers have been approaching the union for membership.

The NUM contends that the



Mineworkers prepare to go home after the dismissal of 20 000 workers at the Impala platinum mines in Bophuthatswana

Impala dispute centred not only on wages and working conditions, but on "a denial of workers' rights to join a union of their choice"

"Any question of registering

in Bophuthatswana is unacceptable to the NUM because of our rejection of the homeland system. We believe Bophuthatswana is part of South Africa," said the spokesman.

In keeping with the "one industry, one union" policy of the Congress of SA Trade Unions, to which the NUM is affiliated, the union wants to represent all miners in South Africa, and that includes the homelands.

The NUM has accused companies which operate in the homelands of using their laws as a shield of protection against workers legitimate grievances.

The strike at Impala started on January 1, coinciding with the week in which a recruitment drive was to have started by Bonume. The union has as yet, very few, if any members at Impala, but has the blessing of the homeland government.

This raises a dilemma for Impala and reflects the dilem-

ma of all companies which operate in Bophuthatswana or any other homeland.

Mr Gary Maude, acting chief executive of Impala Platinum, explained his company's position.

"The company would like to work with a union representative of its workers and which operates within the law. Bonume and the NUM are the two union possibilities at present," he said.

"There is a legal compulsion on an employer in Bophuthatswana to deal with any union which is registered. It is not a question of recognition."

"Bonume is in the process of becoming a registered union. It has already completed the first step in the process."

Mr Maude was optimistic at the prospect of labour peace in future at Impala.

"After dismissing so many workers we are going to have to get workers back to the mine. Our policy is to give jobs to local people. The problem in the past has been finding enough experienced workers locally."

10 killed in mine faction fighting

JOHANNESBURG — Ten miners living at the Vaal Reefs gold mine hostel died and 51 others were injured in faction fighting last night.

Calm was restored by management and mine security.

Officials are holding discussions with leaders of the two groups involved in the fighting to find out the cause of their actions and resolve their differences.

A spokesman for Vaal

Reefs said none of the 51 injured men was critically hurt

The cause of the fighting is not yet known and the mine management is acting as an intermediary between the factions, which are divided along tribal lines.

No mine personnel were hurt in the disturbances.

"In fact, those involved were quite pleased to see the security men," the spokesman said

W/E Post 6/12/86 (213)
He knew of no grievances that could have sparked off the clash

The miners were armed with home-made weapons.

The Anglo American mine is 160km south-west of Johannesburg

Last month 13 miners were killed at Vaal Reefs in faction fighting, triggered off by an attempt to enforce a shebeen boycott.

It appears that the latest clashes were linked to last month's violence.

10 die, 51 hurt in mine fight ²¹³

By SAMKELO KUMALO

TEN miners died and 51 were injured in faction fighting at the Vaal Reefs gold mine on Friday night, the mine's management reported.

A spokesman said calm was restored by management and mine security.

The mine, about 160km from Johannesburg, belongs to the Anglo American Corporation.

Talks

Management was holding talks with leaders of the two feuding groups in an attempt to pinpoint the cause of the fighting and to resolve the differences, the spokesman said.

The authorities knew of no grievances that could have sparked the clash, but the factions involved were divided on tribal lines.

Of the 51 admitted to the mine hospital, no one was critically hurt. The names of the dead were being withheld until next of kin had been informed.

Miners back at work after 20 die in fight

JOHANNESBURG — Both shafts at the Vaal Reefs gold mine near Orkney in the Western Transvaal were operating normally today after last week's faction fighting

Twenty people were killed and 72 injured before the fighting was quelled

A spokesman for the Anglo American-administered mine said today workers belonging to rival factions at the mine's No 1 and No 2 hostels handed in their weapons to mine security yesterday

This followed talks between mine management and representatives of residents involved in the fighting

The spokesman said about 500 employees had voluntarily resigned and management had provided them "with all the necessary assistance in returning to their homes"

Management and the National Union of Mineworkers (NUM) are conducting investigations in to the cause of the clashes but no details have yet been released

Last month 13 miners were killed at Vaal Reefs in faction fighting at the mine's No 1 shaft, triggered by an attempt to enforce a shebeen boycott

An Anglo American official said the latest fight appeared to be linked to the shebeen boycott — Sapa



2/3

Eve Post
8/12/86

Argus 8/12/86 (213)

Faction fight at Vaal Reefs brings death toll to 33

The Argus Correspondent

JOHANNESBURG — Thirty-three black mineworkers have been killed and at least 92 injured in the past two weeks at Anglo American's Vaal Reefs gold mine, near Orkney on the West Rand

Trouble began at the mine, which employs about 47 000 people, during the weekend of November 22 when 13 men were killed and 20 injured

The fighting began when a group of miners tried to enforce a boycott of the beer tavern at No 1 shaft

Violence erupted again this weekend, claiming 20 lives and injuring at least 72 people. Although calm had returned to the mine by last night the situation remained tense, according to an Anglo American spokesman

"This morning both shafts were operating normally," the spokesman said

About 500 had voluntarily resigned and returned home

In the latest violence, 10 people were killed and 51 injured on Friday night in faction fighting with homemade weapons at the No 2 shaft hostel

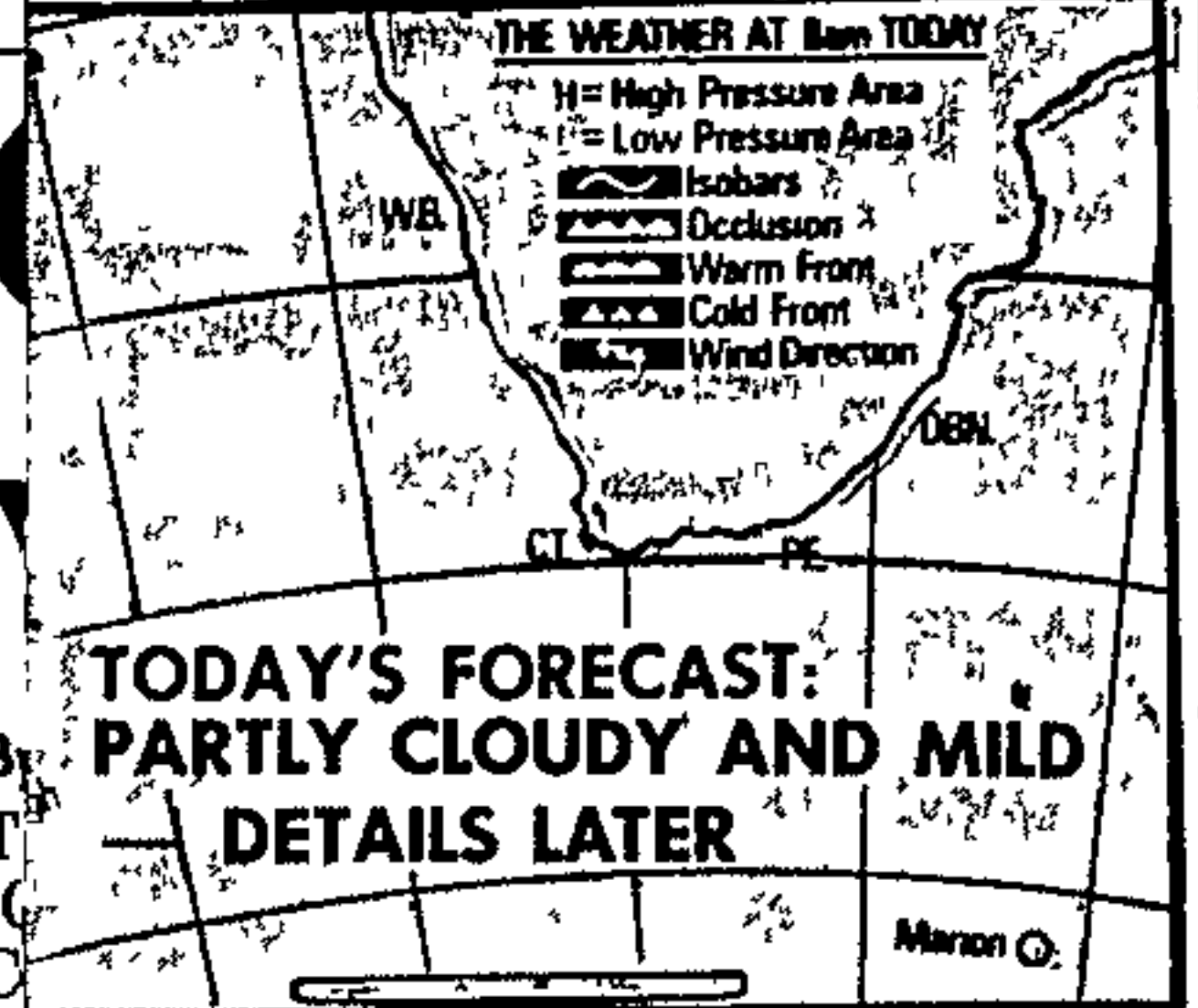
In spite of efforts by mine security personnel to keep the factions apart, fighting erupted again on Saturday night when a further 10 miners were killed and 21 were injured

A spokesman for the National Union of Mineworkers, Mr Marcel Golding, said he had no immediate information to give about the clashes because his union was still investigating

Anglo American said the cause of the fighting was not known and management was acting as an intermediary between the two rival factions

● Newspaper records show that Vaal Reefs has had several wildcat strikes and outbreaks of violence this year

WEATHER TODAY



Atlantic high will generate strong southerly winds along the west and south-western coastal areas.

Sunny and mild

Weather forecast for the Peninsula, Botswana and Overberg for the period ending tomorrow

Sunny and mild becoming cloudy in the Overberg overnight with light rain.

Wind: Strong south-easterly reaching gale force over the Peninsula tomorrow.

Minimum temperature at D F Malanport will be between 14 and 16 deg C.

THE MOON

Quarter	Dec 8
Full	Dec 16
Quarter	Dec 24
New	Dec 31

THE SUN

Day	1948
Tomorrow	0528

THE TIDES

Water	
High	0908, 2141
Low	1019, 2259
Water	
High	0236, 1546
Low	0352, 1700

WATER TEMPERATURES

Overberg	21 deg C
Overberg	23 deg C
Overberg	23,5 deg C

Vaal Reefs death toll rises to 33

By Sheryl Raine

Thirty-three mineworkers have been killed and at least 92 injured at Anglo American's Vaal Reefs gold mine near Orkney on the West Rand in the past two weeks.

Trouble started at the mine, which employs about 47 000 people, on the weekend of November 22 when 13 men were killed and 20 injured. Fighting began when certain parties, among them members of the National Union of Mineworkers (NUM), tried to enforce a boycott of the No 1 shaft beer tavern. Eight of those killed were NUM members.

Situation tense

Violence erupted again this weekend claiming a total of 20 lives and injuries to at least 72 people. Although calm had returned to the mine by last night the situation remains tense, according to an Anglo spokesman.

In the latest violence, 10 people were killed and 51 injured in "faction fighting" with home-made weapons at the No 2 shaft hostel on Friday night.

Despite efforts by mine security per-

sonnel to keep the factions apart, fighting began again on Saturday night. Another 10 people were killed and 21 injured. This time the fighting took place predominantly at the No 1 shaft hostel but also spilled over to the No 2 shaft hostel.

None of the injured admitted to the mine's hospital was in a critical condition, the company spokesman said.

Anglo American say the cause of the fighting is not yet known and management is acting as an intermediary between the two factions. Police are investigating but have not been involved in restoring calm to the mine.

The factions were divided along tribal lines, Anglo spokesman Mr. Marcus Golding said.

"Management is holding discussions with leaders of the two groups involved in an urgent attempt to find out the cause of their actions and to resolve their differences," said the spokesman.

Asked whether the latest violence was linked to the earlier beer tavern boycott the spokesman said: "It may be linked but it is too early to tell. Once fighting started two weeks ago and 13 people died, a revenge mentality set in. It is thought the latest violence was sparked by a desire to get even."

Asked whether Vaal Reefs had experienced a particularly violent year the spokesman said: "No."

However, records kept by The Star show that Vaal Reefs has in fact experienced several wild-cat strikes and a number of outbreaks of violence.

The worst outbreak of violence occurred in March this year.

In less than a week, between March 11 and March 17, 10 men were killed and 91 injured in faction fighting at the mine.

STAR

213 8/12/86

500 go home after violence at mine

213 STAR

8/2/88

About 500 employees at Anglo American's Vaal Reefs gold mine near Orkney on the West Rand have left the mine and returned home after weekend violence, a company spokesman said today.

Violence on Friday and Saturday claimed the lives of 20 people and injured at least 72 others

An Anglo American spokesman said: "After meetings between management and residents involved in faction fighting at hostels No 1 and 2 over the weekend, weapons were yesterday handed in to mine security and last night employees began returning to work

"About 500 employees have voluntarily resigned and management has provided them with all the necessary assistance in returning to their homes, which they did last night."

"This morning both shafts were operating normally"

● See Page 4.

of abduction, the
CAPE TIMES 11/12/80

Mine fights: 5 die

213 Own Correspondent

JOHANNESBURG — A spokesman for the Gold Fields group has announced the death of five people and the hospitalization of another 12 after a faction fighting at its Kloof gold mine.

Two miners died in fighting between Zulus, Xhosas and Pondos in the hostel late on Tuesday night.

□ Three black miners were killed in a pressure burst at the ERPM gold mine in Boksburg yesterday morning, according to a mine statement

ARGUS 11/12/80

(213)

8 die in mine faction fight

The Argus Correspondent

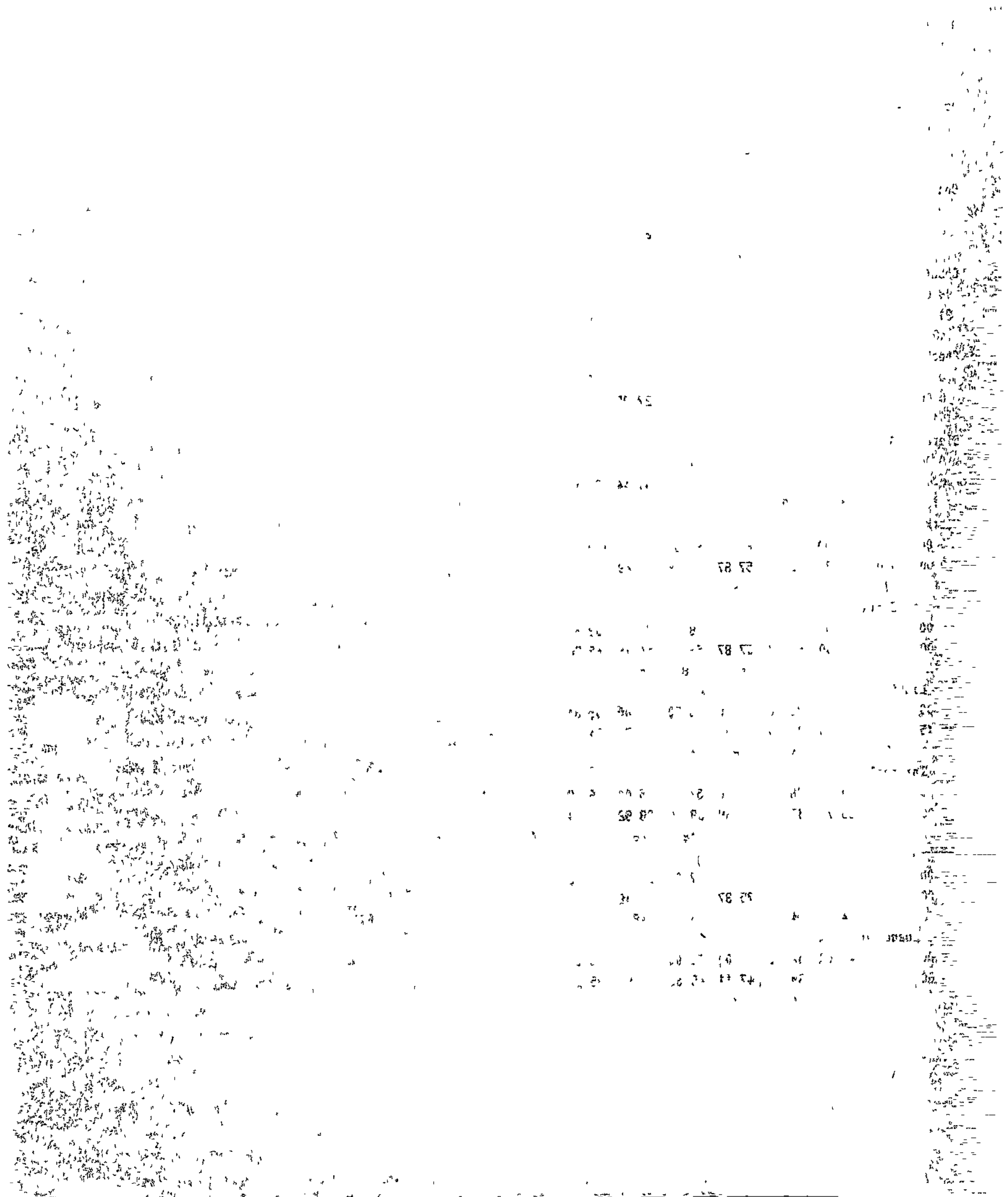
JOHANNESBURG — Eight people were killed and 12 seriously injured in faction fighting at Gold Fields's Kloof gold mine and on neighbouring farms near Westonaria, police said.

Fighting erupted on Wednesday night between Zulus, Pondos and Xhosas. Management was forced to deploy security personnel who used

teargas, a Gold Fields spokesman said.

He said at this stage the mine was able to confirm that four of the dead were mineworkers. The 12 injured had been admitted to hospital. Their condition was serious but stable.

He said a group of Zulus attacked people outside a hostel complex at 10pm. The situation on the mine was quiet today.



Eight die in mine faction fighting

Eight people were killed and 12 seriously injured in faction fighting at Gold Fields' Kloof Gold Mine and on neighbouring farms near Westonaria, police said. *SAP 213*

Fighting erupted on Wednesday night between Zulus, Pondos and Xhosas, and management was forced to deploy security personnel who used teargas, according to Gold Fields. Reports indicate that a group of Zulus attacked people indiscriminately outside a hostel complex at about 10 pm. *11/2/86*

A company spokesman said the mine was able to confirm that four of the dead were mine-workers. The 12 injured were in hospital where their condition was serious but stable.

The situation on the mine was quiet today.

Kloof is the second West Rand mine to experience faction fighting recently. At Anglo American's Vaal Reefs gold mine near Orkney, 33 miners have been killed and at least 92 injured since November 22.

Halt mine fight: NUM

4/12/86 CITY PRESS 213
THE National Union of Mineworkers this week criticised mine managements for allegedly failing to stem the recent spate of faction fights on gold mines and claimed that the conflicts were being used to undermine the union.

Alleged measures which failed to stem conflict include Security officials and indunas on some mines allowing non-union members to carry dangerous weapons into hostels, management refusing to hold meetings with shaftstewards to discuss ways of dealing with potentially dangerous situations and management giving rival unions access to the mine - Sapa

Mears 1/12/86

Scores hurt as vicious brawls break out on three mines

47 dead in faction fights

213

The Argus Correspondent

JOHANNESBURG. — Forty-seven black mineworkers have been killed and 138 hurt in a spate of vicious faction-fighting at three mines in the past three weeks, mine owners have confirmed.

The latest outbreak of fighting was at Anglo American's President Steyn gold mine near Welkom, Free State on Monday night

Six mineworkers were killed and 34 injured in fighting at the mine's No 1 hostel, an Anglo-spokesman said. Five of the injured mineworkers were in a serious condition

Mine security officers restored order and the situation at the hostel was calm, the spokesman said

Mine management is to meet representatives of the workers to determine the cause of the fighting between Xhosas and Basothos

Team leader

The trouble appeared to be linked to the death of a team leader in a brawl at the hostel on Sunday night, the spokesman said

He said workers reported for duty as usual last night and this morning

Thirty-three mineworkers have been killed and 92 injured at Anglo's Vaal Reef's gold mine near Orkney since November 22

Another eight mineworkers were killed and 12 injured at Gold Fields Kloof gold mine on the West Rand 10 days ago

The National Union of Mineworkers (NUM) has called on members and mineworkers in general to form shaft and hostel defence committees

The NUM has charged that its members' lives and safety could no longer be guaranteed by mine managements

The union's claims have been denied by Anglo American and Gold Fields

Six miners die in faction fight

By Sheryl Raine

Six mineworkers were killed and 34 injured in fighting at the President Steyn gold mine on Monday night, a spokesman for Anglo American said.

A total of 47 black mineworkers have been killed and 138 injured in faction fighting at three mines in the last three weeks.

The latest fighting happened at Anglo American's President Steyn gold mine near Welkom.

Mine security officers have restored order and the situation at the hostel is calm, the Anglo spokesman said.

Mine management will meet worker representatives to determine the cause of the fighting between Xhosas and Basothos. The trouble appears

to be linked to the death of a team leader in a brawl at the hostel on Sunday night, the spokesman said.

Thirty-three mineworkers have been killed and 92 injured at Anglo's Vaal Reefs gold mine near Orkney since November 22.

Another eight mineworkers were killed and 12 injured at Gold Fields Kloof gold mine on the West Rand 10 days ago.

The National Union of Mineworkers (NUM) has called on members and mineworkers to form shaft and hostel defence committees in the light of mine fights.

NUM has charged that its members' lives and safety can no longer be guaranteed by management.

The union claims have been denied by both Anglo American and Gold Fields.

CAP. Turb's
17/12/86 213

Six die in mine fighting

By EBRAHIM MOOSA

SIX miners were killed and nine were seriously injured in faction fighting at an Anglo American gold mine near Welkom in the Free State late on Monday night.

An Anglo spokesman, Mr James Duncan, confirmed the death figures and said a total of 34 people were injured in the fighting at the President Steyn mine.

Last week 20 miners were killed at Vaal Reefs, another Anglo mine, over the enforcement of a shebeen boycott there.

The latest incident, in which Basotho and Xhosa miners apparently clashed at the number one hostel, appeared to be linked to the death of a team leader who was killed in a brawl on Sunday night, Mr Duncan said.

Asked if Anglo was taking measures to prevent further faction fights and the causes that precipitate them, Mr Duncan said "I cannot comment at this stage on any specific measures. I can assure you we are not sitting back and not doing anything."

Attempts were being made to settle differences after negotiations with worker representatives, he said.

Recent studies by labour experts have shown that faction fighting on mines is related to problems caused by the migrant labour system. Groups of workers invariably clash over "scarce resources" such as women and wealth.

Accessibility to these resources creates tensions among workers, according to the studies.

Mine fight claims six lives

(213)
BUSD

FIGHTING at President Steyn gold mine, near Welkom, on Monday night claimed the lives of six miners with another 34 being injured, an Anglo American spokesman said.

He said mine security officers eventually restored order and, by yesterday, the situation at the affected

ALAN FINE 17/12/81

hostel was calm.

The fighting appeared to be linked to the death of a team leader in a brawl at the hostel on Sunday night. The team leader had apparently tried to intervene in a dispute among a small group of miners.

logic underlying the Num's demand for a general improvement in mining industry wages and conditions. The Num also obviously wants to use the threat of a strike to manipulate employers to put pressure on any houses which may not want to go along with the others.

What do employers think of the Num's resolution? The question is somewhat academic as it is impossible to predict what might happen at the chamber later in the year. Nevertheless, the possibility of a split offer cannot be ruled out.

Says Johann Liebenberg, industrial relations adviser to the chamber. "Obviously the chamber would prefer to make one offer to the Num. That is all we need to say."

JCI and Anglovaal both say they don't want to comment at this stage and Gencor referred the *FM* to the chamber. Gold Fields' stance is that the position to date has been uniform bargaining and the company has no wish for it to change. Similarly, a

Rand Mines spokesman says: "Our view is that one offer will be made — not a split offer. We will be striving for just that."

Bobby Godsell, Anglo's industrial relations adviser, tells the *FM* "We have always believed in unitary bargaining."

The debate on the issue of a possible split offer by employers and the consequences that could result if the Num holds to its strike threat, is moot for the moment. No doubt the issue will have to be addressed again, depending on what emerges from the new round of bargaining. ■

Thorn of uniformity

Pressures in mining industrial relations have become intense. While some mining houses are still engaged with issues hanging over from last year's black miners' wage strike, all employers are giving serious thought to the forthcoming round of negotiations for 1986.

The resolutions adopted by the National Union of Mineworkers (Num) at its congress a fortnight ago have given employers plenty of food for thought. Of particular interest is Num's insistence that management must make a uniform wage offer, and its threat that Num members will strike if this does not happen.

Clearly, the Num does not want a repeat of last year's events at the Chamber of Mines when employer unity shattered and three of the mining houses put in a higher offer than the other three. The split was precipitated by Anglo American, Johannesburg Consolidated Investments (JCI) and Rand Mines followed suit. Anglovaal and Gold Fields later also raised their offer, but to a lesser level. Gencor, which implemented lower wages than all the other mining houses, was the odd one out.

There are good reasons why the houses made a split offer. Even though Anglo has a more liberal image than the others, it had compelling reasons for wanting to settle for more. The simple fact is that the Num has made the greatest inroads at Anglo, and it therefore stood to lose the most from a strike. Others might argue that Anglo simply has a more far-sighted approach to industrial bargaining.

The union must have experienced some satisfaction at watching the employer's facade of unity crumble. But the split was a two-edged sword. While there were obvious advantages for those Num members who got the higher increments, it is equally obvious that members who did not could well have been disappointed that Num could not do the same for them. Hence, there is a great deal of

BOBBY GODSELL

FIN MAIL

210 213 28/3/86

FACE TO FACE

At the rockface



Bobby Godsell is industrial relations adviser to the Anglo American Corporation.

FM: Vaal Reefs has recently seen a strike, a go-slow and faction fighting. What is it about the mine that makes it particularly prone to labour problems?

Godsell: I don't accept the premise of your question. You have to realise that Vaal Reefs is the largest mining complex in the world, employing over 50 000 workers. In the last year, we have had a fair measure of labour-management tension and, more recently, inter-employee violence. This is certainly not unique in the mining industry, or in SA. Turbulence in the workplace has to be seen against the turbulence in SA in general. Black schools in the surrounding areas — Klerksdorp, Orkney and Stilfontein — have just been closed down.

Vaal Reefs is in some respects still in the process of fully formalising its relationship with the National Union of Mineworkers (NUM). NUM-management relations have matured somewhat more slowly at the mine than at some of the other Anglo mines. I don't think there is any special significance in that — it has to do with the size of the mine. Effectively, the mine has 10 shafts. By European standards each would be a mine in its own right. Some shafts have formalised their relationship with the NUM to a greater degree than others.

Faction fighting again appears to have

emerged as a major problem on the mines. Can you explain this?

There are many sources of conflict on the mines. I would single out the migrant labour system as the major one, and the fact that black miners live in single-sex hostels. But these are not adequate explanations of why ethnicity has raised its ugly head again.

In 1975, there was serious faction fighting on several mines belonging to different mining groups. Anglo commissioned a major study into the problem and, acting on its recommendations, decided to de-ethnicise accommodation.

Anglo hostels are divided into blocks according to which mine captains the miners work for. Within the blocks you do find rooms in which the workers all speak the same language. I see nothing wrong with people electing to live in language-homogenous rooms. Ethnicity is a factor in South African society. But does that mean we have to manage our affairs in that way? I think not.

Managements increasingly appear to be turning to the courts for answers to industrial disputes. What do you make of this?

Employers are making greater use of the courts. I think they are doing this with reluctance because the best way to solve conflict is through direct negotiations.

However, the courts are by no means the worst way of solving conflicts. The unions started using the courts to define and defend worker interests. Managements are now beginning to do the same.

In the short term, the benefit is that we will get greater clarity in our labour law. But, until the status of the Industrial Court is addressed and greater clarity is achieved about the definition of unfair labour prac-

tice, we are not going to see as much progress with labour law as we should.

In the longer term, both parties will realise that recourse to the law is time consuming, very costly, and doesn't build constructive relationships. I think people will eventually turn back to collective bargaining and away from the courts.

Political unrest is affecting shopfloor relationships. How are managements reacting to this?

Managements are reacting in the only way they can. That is, to do their best to settle workplace conflict through industrial relations processes while they wait for the politicians to create adequate political machinery for all SA's people.

Obviously, loading the workplace with community and political issues makes the lives of both management and union leaders much more difficult.

However, there is a positive side to this spillover process because the influence works both ways. If politics is affecting the workplace agenda and the issues that managers and workers have to address, then I think industrial relations processes are beginning to influence the strategies which citizens are beginning to employ to pursue their political agendas.

To me, the emergence of bodies like parents' associations, education crisis committees and consumer committees, and the fact that these bodies are increasingly linking the use of power such as stayaways and boycotts to realistic demands, is an indication of the spread of negotiation in our society. Historians will view 1985 as the year in which negotiation strategies emerged prominently in the more generalised struggle of black groups for equality in society as a whole.

MINING - STRIKES

1986

JAN. — DEC. [⊛]

STAR 1/4/86

Coal mine workers back after ultimatum

WITBANK — The 950 workers at the Rand Mines Duvha open-cast coal mine near Witbank who have been on strike since March 20 returned to work yesterday following a management ultimatum that they would be fired.

A spokesman for Rand Mines said yesterday the company had given the workers until yesterday to return to work. If they failed to, they would be considered dismissed.

He said the first shift had started work yesterday morning and expected the two others to follow later in the day.

The miners downed tools on March 20 in protest against an alleged assault on a black worker by a white supervisor.

The spokesman said the issue "appeared to have been resolved" after discussions with National Union of Mine-workers shop-stewards. NUM spokesmen were unavailable for comment — Sapa

CME Times 2/4/86
600 miners
(213) ~~488~~
on strike

Own Correspondent

JOHANNESBURG — More than 600 employees went on strike at the Rand Mines-administered Rietspruit colliery near Bethal yesterday amid conflicting reports over its cause.

Management said employees wanted the conduct of a colleague investigated because he allegedly threatened and assaulted employees.

A National Union of Mineworkers' spokesman said workers were demanding the re-opening of an appeal hearing for another colleague who they say was unfairly dismissed.

● The 950 workers who have been on strike at Rand Mines' Duvha colliery, near Witbank, for more than a week returned to work on Monday after a management ultimatum.

Workers were demanding the dismissal of a white miner who allegedly assaulted a black worker. Management said the evidence did not warrant dismissal.

Police hold 54 miners

POLICE are holding 54 miners at Carletonville, Western Transvaal, after a dramatic underground sit-in strike at Blyvooruitzicht gold mine recently.

The National Union of Mineworkers alleges the arrests over two weeks ago amount to victimisation of those who took part in the strike over dissatisfaction with the implementation of an experimental bonus scheme.

A Rand Mines spokesman said a "group of intimidators" had been arrested after the strike and that the matter was no longer in management's hands.

A police spokesman said 55 Blyvooruitzicht miners had appeared in Oberholzer Magistrate's Court, near Carletonville, last week on charges of public violence, attending unlawful gatherings and murder.

He said some were also being

charged with "striking".

He said one of the 55, NUM Carletonville organiser Gideon Nomandlane, had been released on R300 bail.

An NUM spokesman said on Friday that Nomandlane had been held under Section 50 of the Internal Security Act. He said Nomandlane had been released on bail on April 1 and had to appear at the police station every two days.

The union said NUM shaft steward Freedom Sotshantsa had also been released on April 1. Police have not confirmed this.

The Blyvooruitzicht strike attracted international media attention several weeks ago when one shift remained underground without food for 36 hours.

CLAIRE PICKARD-CAMBRIDGE

Duvha miners back at work

WITBANK — The 950 workers at Rand Mines' Duvha open-cast coal mine near Witbank, who have been on strike since March 20, returned to work on Sunday after a management ultimatum that they would be fired.

A spokesman for Rand Mines said the company had given the workers until Sunday morning to return to work — Sapa.

1 killed, 30
hurt in clash

SPAR
21/4/86 (23)
A mineworker died and 30 were admitted to hospital with injuries after a faction fight broke out between 500 Xhosa and Shangaan at the ERPM Mine in Germiston on Saturday night.

Police said the miners used home-made weapons, sticks and pangas.

The cause is unknown.
— East Rand Bureau

Chamber to court to halt May Day strike

BY SEFAKO NYAKA

THE Chamber of Mines yesterday brought an urgent application in the Rand Supreme Court seeking an interdict restraining the National Union of Mineworkers (NUM) from staging or instigating a strike on May Day.

Several unions, community and political organisations have mooted the possibility of a general stayaway on May 1. The NUM sees the court application as an attempt by the Chamber to avoid "disruption" at its member mines.

The NUM will file replying

affidavits this morning. Judgement is expected on Monday, according to an NUM representative.

Meanwhile, reports PHILLIP VAN NIEKERK, more than a million workers throughout the country are expected to celebrate the 10th anniversary of May Day next week with the first national general stayaway since the early sixties.

Instead of staying at home, however, many of the workers are expected to attend rallies in hundreds of centres countrywide, most of them called by the Congress of South African Trade Unions (Cosatu).

The theme of this year's May Day is "One hundred years of exploitation" in response to the Johannesburg centenary celebrations and the 100th anniversary of the opening up of the Witwatersrand gold fields.

Fears that the day held to celebrate international working class solidarity could be marred by division have been raised by the proposed launch of Inkatha's United Workers' Union of South Africa (Uwusa) on May Day.

Uwusa's Simon Conco says the avowedly anti-socialist Uwusa wants to take on the socialists "on their day."

K. Mail 05/4/86.

The Uwusa launch will be held at Durban's King's Park Stadium, a few kilometres from one of Cosatu's Natal rallies which is to be held at Currie's Fountain.

Meanwhile, a third black union grouping — the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — will hold more than 20 meetings throughout the country.

Cusa general secretary Piroshaw Camay says the group requested joint May Day meetings with Cosatu but by late this week had not yet received a

● TO PAGE 3

Committee backed by other themselves "shunted" another

year

2514186
May Day build-up
W. Mau

From PAGE 1
(42A) (EP) (21) (213)

reply.
Many employers — chiefly those associated with the Federated Chamber of Industries (FCI) and the Steel and Engineering Industries Federation (Seifsa) — will be adopting a "no work, no pay" policy

A few employers have negotiated agreements with unions in which they will be granting a paid holiday, while some employers — chiefly the Chamber of Mines — have been trying to prevent workers from taking the day off at all.

Widespread political support in the townships has been expressed for the unions and the recent National Education Crisis Committee (NECC) conference endorsed the call for a day off

600 colliery ²¹³
workers strike
at Rietspruit

WEDNESDAY
13/5/86
CLAIRE PICKARD-CAMBRIDGE

MORE than 600 workers went on strike at the Rand Mines-administered Rietspruit colliery near Bethal in the north-eastern Transvaal yesterday.

Management and the National Union of Mineworkers (NUM) have conflicting reports about the cause of the strike.

Managers said workers wanted the conduct of worker Eric Mhlangu investigated on grounds that he allegedly threatened and assaulted employees.

An NUM spokesman said workers were demanding the re-opening of an appeal hearing for a worker they claim was unfairly dismissed.

□ The 950 workers who have been on strike at Rand Mines' Duvha colliery near Witbank for more than a week returned to work on Monday after a management ultimatum.

Workers were demanding the dismissal of a white miner who allegedly assaulted a black worker. Management insisted that the evidence did not warrant dismissal.

CAE Traks 19/5/86

213

Mine workers to hold strike ballot

Own Correspondent

JOHANNESBURG. — White mine workers are to hold a strike ballot this Friday as final negotiations between the Council of Mining Unions (CMU) and the Chamber of Mines deadlocked over the weekend.

CMU chairman Mr Arrie Paulus said yesterday that a Conciliation Board had failed to resolve the wage dispute and that two further meetings with the chamber had ended in deadlock.

"Our members will decide in the ballot on Friday whether we go on strike. We are adamant we will not go below our demand of 15,1 percent. Since 1982 we have accepted increases below the level of inflation and our demand this year is also lower than inflation."

"However, the chamber have increased their offer to 14,6 percent, so there is only a difference of 0,5 percent and I believe we can bridge that gap. A one- or two-day strike would cost the chamber more than the 0,5 percent increase I

am full of hope that a strike can be avoided and hope there will be further negotiations this week."

He said the CMU represented about 25 000 white workers on the mines, including artisans and miners, and that after two or three days of a strike, production at the mines would be badly affected.

The chamber's industrial relations advisor, Mr Johan Liebenberg, said the difference between the chamber and the union "is very small indeed. It would be silly for them to go on strike for 0,5 percent. A one- or two-day strike would cost their members more in lost wages than they would gain from the extra 0,5 percent."

"We have made our mandated offer. I cannot say if more negotiations will be held this week, but if they still want to talk, it is possible," he said.

Since the negotiations started at the beginning of the year, the chamber has improved its offer from 11 percent to 14,6 percent while the CMU has backed down from 24 percent to 15,1 percent.

By Sheryl Raine

about 24 000 white miners and other key mining personnel go to the polls this week to decide whether or not to go on a legal wage strike according to the secretary of the Council of Mining Unions (CMU), Mr Tom Neethling, the strike would create chaos in the country and cripple the mining industry. He anticipated an 80 to 90 percent "yes" vote from members of the CMU at gold and coal mines affiliated to the CMU include the Amalgamated Engineering Union of SA, the

24 000 white workers set for mine strike

PLS 500
SMA
213
MBA

Amalgamated Society of Woodworkers of SA, the Mine Workers Union, the Amalgamated Union of Building Trade Workers, the Iron Moulders Society of SA, the SA Boilermakers Society, the SA Electrical Workers Association and the SA Engine Drivers, Firemen and Operators Association

The CMU declared a dispute with the Chamber of Mines on March 27. A conciliation board established by the Minister of Manpower failed to resolve the dispute and the CMU decided at the end of last week to hold a strike ballot.

At the centre of the dispute is the white unions' demand for a 15,1 percent across-the-board increase. The CMU initially demanded 20 percent and wished to negotiate better fringe benefits, including pensions, extra injury leave and bonuses. The Chamber has offered the

miners 14,6 percent and no fringe benefits. There is still a strong possibility of further negotiations between the parties. The strike call comes as no surprise in these troubled times in the mining industry. There has been a marked upswing in militancy among white mining unions in recent months. This stems partly from observing the gains made by racial and increasingly militant

black miners of the National Union of Mineworkers (NUM), and from white resentment against the majority of mining houses for allegedly being "soft" on black miners. There is also the thorny issue of scrapping job reservation on the mines. White miners have never felt more threatened. In addition, white-mining unions have been involved in a longstanding battle for improved fringe benefits. Exactly what effects a strike by 24 000 whites on the mine would have remains to be seen. If the Chamber of Mines can elicit the support of the NUM to break the power of the white unions, the mining industry may not be as hard hit as the CMU would wish. The effects of the strike could even boomerang had on the strikers. Further, the various official

24 000 white miners to decide on strike

The Argus Correspondent

JOHANNESBURG — About 24 000 white miners and other key mining personnel go to the polls this week to decide whether or not to go on a legal wage strike.

The secretary of the Council of Mining Unions (CMU), Mr Tom Neethling, said the strike would create chaos in the country and could cripple the mining industry.

He expected a "Yes" vote of between 80 and 90 percent from the CMU at gold and coal mines. Unions affiliated to the CMU include the Amalgamated Engineering Union, the Amalgamated Society of Woodworkers, the Mine Workers' Union, the Amalgamated Union of Building Trade Workers, the Iron Moulders' Society, the Boilermakers' Society, the Electrical Workers' Association and the Engine Drivers', Firemen's and Operators' Association.

On March 27 the CMU declared a dispute with the Chamber of Mines. A conciliation board established by the Minister of Manpower failed to resolve the dispute and the CMU decided at the end of last week to hold a strike ballot.

CENTRE OF DISPUTE

At the centre of the dispute is the white union's demand for a 15,1 percent increase across the board.

The CMU initially demanded 20 percent and wanted to negotiate better fringe benefits, including pensions, extra injury leave and bonuses.

The Chamber of Mines has offered the miners 14,6 percent and no fringe benefits.

There has been a marked upswing in militancy among white mining unions in recent months, stemming partly from observing the gains made by radical and increasingly militant black mineworkers of the National Union of Mineworkers (NUM).

There is also the thorny issue of scrapping job reservation on the mines.

What effect on the mines a strike by 24 000 whites would have remains to be seen.

The officials' associations are likely to go to the rescue of the mines.

Miners call off strike ^{CPAC Tom B 22/5/66} threat ²¹³

Own Correspondent

JOHANNESBURG —
The Council of Mining
Unions (CMU), repre-
senting about 24 000
white miners and other
mining personnel, has
called off plans to hold a
strike ballot tomorrow,
following a new wage
offer from the Chamber
of Mines

Details of the new
offer, have not yet been
disclosed. A Chamber of
Mines spokesman said
the CMU had agreed to
meet the chamber to in-
form it of their response
to the offer

The Chamber and the
CMU may be closer to
reaching agreement
now, because there was
previously a small mar-
gin between the white
unions' demand of 15,1
percent across-the-
board and the Cham-
bers' offer of 14,6 per-
cent with no fringe
benefits

However, strike action
cannot be entirely ruled
out because CMU secre-
tary Mr Tom Neethling
said last week that the
CMU unions were deter-
mined to obtain their de-
mand and were united
for the first time on their
attitude to strike action

The white Mine Work-
ers Union (MWU), the
largest union in the
CMU, has traditionally
been more militant than
the other CMU unions
regarding strike action,
but there is greater soli-
darity between the
unions now

800 on strike
STAR
over dismissal
28/5/86
of 2 workers
713

About 800 members of the Black Allied Mining and Construction Workers' Union (Bamcwu) at five Pioneer Ready Mixed Concrete plants in the Transvaal are on strike following the dismissal of two colleagues at Boksburg and Johannesburg.

According to workers, more than 400 have been on strike at Boksburg and Johannesburg over the dismissal of one worker at each of the plants. Another 400 from the company's factories in Pretoria, Vanderbijlpark and Vereeniging came out on Monday in sympathy.

Workers said the two workers dismissed had been accused of being drunk while on duty and misappropriating company funds respectively.

A company spokesman would not comment yesterday but said a joint statement with Bamcwu would be released today.

Rival unions wage war of words

A war of words has erupted between two rival unions over the violent clash which occurred between mineworkers at Iscor's Hlobane colliery and which resulted in 11 deaths

The Inkatha-backed United Workers Union of SA (Uwusa) has claimed the violence was caused by National Union of Mineworkers (NUM) members who intimidated Uwusa members.

Both Iscor and the NUM have denied the violence was a direct result of a clash between Uwusa and NUM

At a Press conference in Johannesburg yesterday Uwusa claimed fighting at Hlobane broke out last Friday afternoon when Uwusa members who did not want to join a strike were intimidated by

members of the NUM

NUM press officer, Mr Marcel Golding denied the Hlobane clash was between NUM and Uwusa.

Iscor has also denied that the clash was caused by direct conflict between the two union groupings

Mr Golding said Uwusa had a small presence at Hlobane and the miners were killed by Inkatha vigilantes bussed into Hlobane from outside

Uwusa's Secretary-General, Mr Simon Conco, was not prepared to deny Inkatha supporters were used in the clash but said Uwusa was a separate organisation from Inkatha and had not received reports of outsiders being involved

"If Inkatha was involved at all then let there be an inquiry to find that out," he said

Hlobane. STRIKE
213

Bus Day 213
4/6/86
Court views
death video

HEATED legal argument pre-
ceded the screening in the Rand
Supreme Court yesterday of a
video tape showing the mutilat-
ed bodies of two white policemen
allegedly killed by striking Bek-
kersdal miners.

The court was shown the video
when advocate Jules Browde
temporarily withdrew an objec-
tion on behalf of the Krugers-
dorp Residents Organisation
(KRO)

The incident was screened be-
fore Mr Justice R Goldstone at
the hearing of an application
brought by the KRO seeking to
restrain the SAP and SADF in
Kagiso and Munsieville.

Allegations by township resi-
dents of harassment and intimi-
dation are denied by the Law
and Order minister Louis Le
Grange.

cap. 70015 10/6/80 (213)

11 dead in mine clash

JOHANNESBURG. — The death toll from the clash between workers at the Iscor-owned Hlobane colliery in Natal has risen to 11.

A spokesman for Iscor, Mr Piet du Plessis, confirmed the death toll and said 115 workers had been injured.

He said the clashes broke out on Friday morning after members of the National Union of

Mineworkers stopped work to demand that a union organizer who had been barred from the mine be allowed back.

Colonel F H Brand, officer commanding the Reaction Unit for Northern Natal, said a fight broke out between NUM members and members of the United Workers' Union of South Africa who opposed the strike.

— Sapa

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SO W STRIKIN
9/6/86 213

10 die in feud at coal mine

THE situation at Vryheid's Hlobane coal mine, where faction fighting resulted in the death of 10 miners and at least 115 others injured, is expected to return to normal this morning.

The Natal mine was the scene of pitched battles at the weekend between members of the Inkatha-backed United Workers' Union of SA (Uwusa) and the National Union of Mineworkers (Num).

A Natal police spokesman said between 3 000 and 4 000 workers were involved in the fight. Num members were reported to be in favour of a strike in demand for higher wages, but this stand was apparently opposed by Uwusa supporters at the

By LEN MASEKO

mine. Sapa reports that the Iscor-owned coal mine erupted into violence when Uwusa members tried to stop Num miners from striking.

Ten miners were killed after they sustained injuries in the dispute.

Three miners were admitted in a critical condition to Vryheid Provincial Hospital, while dozens of others were treated at the coal mine's hospital.

Unions in death clash

213

CLARE PICKARD-CAMBRIDGE

AT LEAST 10 miners died and 115 were injured in a clash between supporters of the Inkatha-backed United Workers Union of SA (Uwusa) and the National Union of Mineworkers (Num) at Hlobane colliery near Vryheid on Friday.

Supplying these figures, Colonel Fritz Brand of the Northern Natal riot squad said fighting started on Friday afternoon after NUM members called a strike for higher wages and better working conditions. Violence erupted when Uwusa members tried to stop Num miners from striking.

Num's Marcel Golding said he believed 15 people had died when Uwusa supporters, who were not employed on the mine, attacked Num strikers.

Uwusa could not be contacted for comment.

Golding said a Num organiser had been arrested by mine security officials, manhandled and released. Uwusa members then entered the mine, and attacked striking workers, he said.

Business Day could not contact management yesterday.

Golding said hundreds of workers had been dismissed by management. Reuters reports management saying 560 Num members had "resigned" as a result of the clash.

□ The Chamber of Mines is expected to announce an offer on wages and conditions for black miners this afternoon.

Cap Times 9/6/86
213

10 die in bloody clash at mine

Own Correspondent

MARITZBURG — Production at the Hlobane Colliery, near Vryheid, is expected to return to normal today following a bloody clash between thousands of members of the National Union of Mineworkers (NUM) and the United Workers' Union of South Africa (Uwusa), in which at least 10 miners were killed and 115 injured at the weekend

Up to Saturday night 560 miners, mainly NUM supporters, had resigned from the colliery as a result of the trouble, said Mr P du Plessis, public relations manager for Iscor (which owns the colliery)

He said it was hoped everything would return to normal today

The fighting at the colliery broke out apparently over a disagreement between the Cosatu-backed NUM and Inkatha-backed Uwusa over whether to strike for higher wages and better working conditions

Sapa reports that the press officer for the NUM, Mr Marcel Golding, yesterday said "as far as we can ascertain" the clash was not a direct result of a dispute between the NUM and Uwusa

However, according to Colonel F H Brand, officer commanding the riot squad for Northern Natal, the fight was "undoubtedly between NUM and Uwusa members"

Mr Golding denied this, claiming "mine security called in non-mine workers after a peaceful strike had been staged"

Mine management were unavailable for comment last night.

SOWETAN

Hundreds flee colliery

By LEN MASEKO

ABOUT 1 000 miners — mostly members of the National Union of Mine-workers (Num) — have left the trouble-torn Hlobane Colliery in Vryheid following fighting at the mine over the weekend.

And the death toll at the Iscor-owned colliery has risen to 11

Accounts of events that led to the clashes at the mine between members of Num and the Inkatha-backed United Workers' Union of SA (Uwusa) varied widely yesterday.

The earlier version which attributed the feud to difference of

opinion over the desirability of a wage strike has since been discounted.

Iscor management said the clashes broke out last Friday after Num members stopped work to demand that a union organiser, who had been barred from entering the mine, be allowed back on the mine

Col F H Brand of the Natal police, said the fight broke out between members of Num and Uwusa, who objected to the work stoppage

He said about 4 000

workers were involved in the fight, adding that "hundreds had fled into the bush and the mountains"

Num spokesman, Mr Marcel Golding, has blamed the mine's security for the feud, saying they had allowed two busloads of armed Inkatha members from Mahlabathini into the mine

Workers had refused to go back to work until the ban on the organiser was revoked and the Inkatha members left the mine, he said

"The trouble began when the mine's security allowed the Inkatha

group into the mine, to join their fellow-members in the attack against Num workers," Mr Golding told the *Sowetan*

Num has a majority membership at the mine

Mr Piet du Plessis, Iscor's public relations manager, denied that management was "forcibly paying off" miners, saying hundreds had decided to leave of their own accord

"We did not let any Inkatha members into the mine to attack Num members," said Mr du Plessis

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ad hoc support will add to the marginals' uncertainty.

Among other marginals, Venterspost, Durban Deep and W R Cons are operating not far off break-even point. A sustained cost rise will worsen their pay limits, as it will for the industry as a whole. This would lead to a concentration on higher grade deposits (causing more gold to be left in the ground), and to a loss of employment. Of course, the rand could again weaken or the dollar gold price could rally. But cost pressures look set to shape more decisively the gold industry's future.

Christopher Marchand

MINING COSTS

Under pressure

FIN MAIL
21/3/86
213

Current labour unrest and a looming mineworkers' pay dispute focus attention on the thorny question of mining costs. Mining revenue has strongly outpaced costs in the last two years (see table), and there appears to be scope to absorb higher wage increases, report stronger earnings and pay more dividends to shareholders.

The catch to this scenario is the continuing cost spiral. Steadily mounting expenses threaten to erode SA's position in the competitive world metals and minerals markets, and impose a longer-term squeeze on the industry. At the cutting edge are wages, with labour accounting for 50% of total mining costs (black labour takes some 65% of the total wage bill). Harsher taxation of the mines, high general inflation and wage pressure from the National Union of Mineworkers (NUM) harden the task of slowing mining costs.

The problem cannot be ignored. Gold mine dividends are currently at historically high levels but the concern is that with the industry's cost structure rising rapidly, within say 18-24 months the ratio of costs to revenue will be back where it was before the rand gold price took off. In many cases this will again exert severe pressure on dividends.

Wage talks this year will prove testing, as management has to build reserves and conserve funds for the higher cost of expansion. So at what level would it be more harmful to grant a wage rise in preference to a strike? One study examining these points was recently prepared by Cyril Heever & Associ-

ates.

The study argues that black labour increases have a relatively less severe impact on the high profit margin mines such as Driefontein and Kinross. These mines either have high grades or low working costs or a combination of both, such as Unisel and Cons Modder. By the same token, low margin mines would be "almost overwhelmed by any decrease in profit margin, be it of a working cost or gold price nature." The conclusion is that low-cost producers would be worse affected by a 10-day production strike which resulted in a total loss of revenue than by a 25% wage increase. In contrast, "the reverse is true for a marginal mine such as Venterspost."

On balance, the Heever study suggests the mines would be worse hit by such a strike than a wage increase, with dividends falling on the projected 1986 levels by roughly 2% more. The strike figures are somewhat flawed, as the forecast loss of revenue is based on a high and outdated R27 000 kg gold price. Drie Cons, Unisel, Kinross, Vaal Reefs and Randfontein would be worst affected by strike action, says the report. Cons Modder would be the least hit by either a strike or a 25% increase.

These assumptions are of course open to question. After labour unrest last week at Blyvooruitzicht, it was feared that the mine's forgone income on lost production would be larger than normal, owing to its covering forward expected dollar receipts when the rand was weaker (But Blyvoor is not locked



Rand Mines' Watt ... help from the State needed

into physical sales contracts, says Rand Mines chairman Dammy Watt). The Heever analysis has also not taken account of stockpiling or gold-in-hand, while a partial strike could enable a redeployment of personnel. Neither does the model make clear whether it allows for government help in subsidising higher wages in the form of the mines paying less tax.

Whatever the outcome of the current wage round, cost pressures will worsen. Since 1981, the rand's progressive weakening has cushioned the mines from the nastiest effects. But the rand is now strengthening, while wages in recent years have accelerated off an ever-higher base, largely to keep pace with inflation. The marginals are the most exposed, and some are again slipping back into loss, despite the rand gold price being at a historically high R22 000 kg (after falling from around R27 000 kg).

The industry's highest cost producer, Rand Mines' ERPM, reported costs of R24 000 kg last quarter. This means that the mine on current figures is again operating at a loss. But Watt has noted that if ERPM's revenue averages out at above R20 000 kg in calendar 1986, the mine should weather a lower rand gold price in future years, as the agreed State aid could help cover future losses. However, the Budget announcement that State aid will be replaced by a system of

ON THE MARCH

Dec 1985 quarterly results compared with Dec 1983

Mine	Cost R/kg	% change	Revenue R/kg	% change	Working Income ± Rm	% change
Blyvooruitzicht	13 719	65	25 337	73	37,6	43
Buffelsfontein	11 525	39	27 515	86	110,3	121
Cons Modder	9 612	4	27 675	90	14,4	162
Drie Cons	7 542	67	27 310	87	303,7	59
Durban Deep	21 330	41	25 729	74	8,2	*
ERPM	24 183	50	25 800	75	4,0	*
ET Cons	10 516	35	27 963	81	14,8	160
Elandsrand	10 539	12	27 556	87	48,8	270
Harties	9 729	34	26 493	80	120,8	113
Kinross	8 596	12	27 628	90	69,1	224
Kloof	6 940	52	26 854	82	149,6	85
Randfontein	9 656	74	24 162	61	111,7	42
Vaal Reefs	9 403	46	27 378	87	378,0	135
Venterspost	21 676	51	27 588	90	8,2	*
WR Cons	20 766	16	24 723	64	4,1	*
Western Areas	19 741	58	24 479	46	21,7	14
Western Deep	9 249	48	27 587	87	177,6	102

± Working income = working profit less working costs
* Turnaround from loss to profit
Note: Gold price was about R22 500 on March 18

Mines urge union accountability

24/3/86 BDAY

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THE National Union of Mineworkers will have to address the question of accountability for the action of its members if its credibility is not to be damaged, says Chamber of Mines president Clive Knobbs.

A chamber Press statement said a "disturbing trend" had emerged whereby the NUM was distancing itself from some types of industrial action taken by members. Knobbs described this trend as unacceptable to mine managements.

He said the high incidence of labour unrest in the mining industry since the beginning of the year — sometimes involving union shaft stewards — had served to focus on the question of the

Business Day Reporter

NUM's accountability for its members' actions

Knobbs said the NUM was responsible for leading its members along the path of legality with laid-down procedures for resolving grievances and disputes

The NUM could not be contacted yesterday.

Knobbs said there was also a responsibility on the union's part, through its shaft stewards and members "to desist from threatening or committing acts of violence on fellow workers"

Intimidation by union men of other employees who did not wish to take part in stoppages would not be tolerated by

mine managements, he said.

Progress achieved in industrial relations was often overshadowed by irresponsible actions by some unionists. This tended to cast doubt on the union's commitment to orderly collective bargaining, Knobbs said

Despite "teething problems" associated with emerging unions, there have also been promising signs of a proper and realistic relationship developing between employers and the NUM.

Knobbs said it was noteworthy that the union's commitment to the legal process had been reaffirmed by its application for registration — a step the NUM refused to take when it first emerged.

PRICE MOVES AT A GLANCE

REUTERS

BWDA1
27/3/80

Piecemeal reforms cause mines conflict

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CLAIRE PICKARD-CAMBRIDGE

THE mining industry provides a case study on the way conflict can be generated by delayed or piecemeal reforms, according to an authoritative doctoral thesis by Kent McNamara.

McNamara, a Chamber of Mines researcher, is to receive his Ph D at the Witwatersrand University next Thursday for his detailed thesis on conflict on the mines. The thesis covers a decade of conflict before unionisation in 1982.

He says heightened management-worker conflict was partly the result of labour reforms being delayed for 100 years

He sees "over-heating" taking place in the industry because it has become a channel for political strategies when changes in society do not keep pace with labour reforms.

He also explains the causes of a decade of wage strikes which followed annual wage hikes of between 40%-60% from 1973 to 1975.

"An important factor was that wage increases were unevenly distributed. Huge frustrations developed when a larger wage-gap developed between black workers performing tough, physical tasks and blacks with decision-making roles"

Inter-mine wage differences also became an explosive issue. In June



● KENT MCNAMARA, who is to receive a PhD for his thesis on conflict on the mines

1974, workers at one OFS mine — which was surrounded by mines paying higher wages — burnt down the complex.

"The lesson SA has learnt from this is that reform was not distributed evenly and that considerable conflict was generated"

Other lessons are that more conflict is generated when substantial pay reforms are not sustained. Workers develop new standards and then feel a sense of relative deprivation when pay hikes cannot be sustained.

"Implications for SA are that if we do not increase the intensity of reform, we will fit the classic model which generates revolutionary conflict," he warns

McNamara sees another form of conflict on the mines, factional violence, as being caused directly by the migrant-labour system

He strongly rejects claims that faction fights can be ascribed to "primordial emotions" and an inability to settle differences.

Instead, faction fighting must be viewed within the context of crowded and unsettled social con-

ditions in hostels.

"The confined nature of single men's hostels increases the intensity of conflict. Incidents can simply erupt because someone is playing a radio too loudly. Fights have a ripple effect and friends are rapidly implicated."

McNamara cites the divisive impact of this high labour turnover as having a disruptive impact on hostel social life.

He says 1975 was the worst year of factional violence experienced in the industry. Significantly, this was the year after Malawian workers were repatriated from SA mines. Zimbabwean workers poured in, the number of SA workers increased and there was a temporary increase in Mozambican labourers.

"Patterns of cross-cutting friendships were ripped apart with dislocation," McNamara says "This had serious effects, for a migrant's only resource is his friendships, an important safety valve of social support"

He adds that factional violence is not abating yet

McNamara says conflicts of solidarity have emerged recently. Tensions have mounted between those who wish to participate in strikes and liquor-outlet boycotts and those who wish not to.

McNamara spent four months living in a mine hostel while compiling his research.

14/3/86

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Thousands strike at Blyvooruitzicht

Between 7 000 and 10 000 miners at the Rand Mines Blyvooruitzicht gold mine are on strike over the mine's bonus system, according to the National Union of Mineworkers (NUM).

Management warned strikers to return to work "as this is an illegal strike".

Talks were held yesterday with NUM officials but the union denied "having anything to do with the strike", according to a Rand Mines statement.

"We will put out a notice to all employees telling them that they must return to work and follow the mine grievance procedure," said Mr Paul Forbes, the deputy head of the gold division of Rand Mines.

Under present circumstances the Unemployment Insurance

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Miner's ^{SPAL} death ^{14/3/86} man gets threats ²¹³

A boilermaker (26), who allegedly killed a mineworker and injured another after his car was stoned by Tswana miners on Wednesday, yesterday moved from his home on Durban Deep Mine in Roodepoort after receiving death threats.

The threats were passed on by black mineworkers, when he returned to work yesterday morning. The man, whose name has been withheld, said yesterday the mine management had found him alternative accommodation.

He said the shooting occurred as he was returning home on Wednesday. His wife and two young sons were in the bakkie with him.

As he neared his home, he noticed a group of miners standing next to the road.

He said "Everything appeared peaceful. Suddenly one threw a bottle at my bakkie, and they started stoning us."

"As I reversed the car to get away, my wife shouted 'There are hundreds behind us', and I fired four shots. I feared for my children's lives."

SHATTERED

"Two of the canopy windows on our bakkie were shattered and there are dents along one side of the vehicle from the back all the way to the front mud-guard. The damage is about R3 000."

Roodepoort police have opened a murder docket after the discovery of a dead man. Another man was wounded.

A Rand Mines spokesman said the incident took place on mine property near the C hostel.

He said the shooting occurred when two vehicles driven by whites were stoned by a group of blacks as they passed the hostel. One of the drivers, whom police identified as a white miner, fired on the group.

The mine's acting managing director Mr Hugh Stoyell, said tension had been running high among workers at the hostel because of the unauthorised presence of outsiders, notably from nearby Soweto, who had been causing trouble.

STAR
14/3/82
2/3
2/4

Mineworkers show signs of ending costly lock-out strike

The strike by 9 000 black mine-workers at Rand Mines' Blyvooruitzicht gold mine near Carletonville entered its fifth day today but there are indications workers want to return to work.

Production losses since the strike started on Sunday now amount to 28 000 tons which translates into more than R3 million in lost gold revenue.

National Union of Mine-workers (NUM) press officer Mr Marcel Golding said talks were held yesterday between management and an NUM delegation including general secretary Mr Cyril Ramaphosa. Afterwards the NUM delegation addressed workers at the mine hostel last night.

According to a Rand Mines spokesman, official labour representatives of the Lesotho and Mozambique governments also addressed striking miners from those countries, informing them the strike was illegal and they were in breach of a court interdict obtained by Rand Mines on Monday which restrains workers from interfering with production.

"The mine remains shut until workers officially undertake to go back to work. However, there are indications that workers now want to go back to work. The situation at the mine is calm," the spokesman said.

Following sit-ins underground, the mine has effectively locked out workers until they undertake to return to work and channel all grievances through agreed procedures.

Workers have demanded an undertaking from management that an experimental production bonus scheme introduced in January at two shafts be extended to other parts of the mine.

● See Page 11.

Political turbulence helps fuel growing labour unrest

Many reasons for West Rand trouble

STAR 213
14/3/88

Behind the specific domestic issues raised as the causes of labour unrest on the West Rand, lie a host of reasons which have contributed to strikes by black mineworkers in the area.

Included in the list of contributory factors are:

- Delays in the scrapping of statutory job reservation
- Years of frustration on the part of migrant black workers
- Significant consciousness raising of black mineworkers since the advent of the National Union of Mineworkers (NUM), as well as growing tensions between white and black employees
- Reports from Witbank that white miners on coal mines were threatening to arm themselves for protection against militant black workers
- Spill-overs of political turbulence from nearby black townships into the workplace.
- The unnatural concentration of thousands of men in hostels

All avenues

Rand Mines gold division deputy chairman Mr Paul Forbes explained why his company had decided to exhaust every avenue of negotiation available before thinking about dismissals or arrests of illegal strikers.

This week, the company obtained an interdict restraining individuals from interfering with production at Rand Mines Blyvooruitzicht gold mine but has so far declined to enforce it.

Rand Mines would, however, not pay strikers for days not

Two gold mines on the West Rand have recently been hit by costly wild-cat strike action. This week 1 200 miners staged an extraordinary sit-in underground for more than 36 hours without food. SHERYL RAINE spoke to Rand Mines and Anglo American about labour problems in the region.

worked and would take strong action against intimidators where they could be identified.

Although the NUM has been involved as an honest-broker between management and striking workers, there have been allegations that the union is not representative of those on strike, does not approve of the strike and cannot exercise authority over strikers taking action which the union does not condone.

The NUM has denied that it has limited control. The key issue in the strike is the introduction of a production bonus system at Blyvooruitzicht. As a domestic issue, the NUM believed it should be settled directly with the workers involved.

However, efforts to resolve the strike have been aggravated by difficulties in setting up meetings with worker representatives. So far meetings with NUM officials have not broken the deadlock.

Mr Forbes said there was militancy on the West Rand, which was working itself out in labour unrest and which, he believed, concerned largely non-work issues.

He said "We believe this strike is a demonstration of solidarity involving many issues, including the scheduled persons issue. Employers are bearing the brunt of widespread worker frustration."

Anglo American's group industrial relations department chief Mr Bobby Godsell said industry had a central role in demonstrating that real progress could be made in resolving conflict in an orderly manner.

Hopefully, in the course of time, such methods of resolving conflict would be applied to redress political grievances.

Asked to comment on allegations by some mine managements that the NUM's control was not what it could be, that there were internal tensions between the union's old-guard and young radicals, and that the union was not representative, he said it would be presumptuous to do so. However, it was naive to expect NUM's dramatic growth during the past four years to proceed without a certain degree of turbulence.

Creates turbulence

Mr Godsell said "People must not be surprised by periods of turbulence in South Africa now. Even if this country had no problems other than labour problems, mass unionisation creates turbulence and has in every country that has experienced it.

"The turbulence in the workplace here is without doubt, being affected by the turbulence being experienced in the

black townships. On most of our mines there is a high level of natural interaction between the black townships and the hostels. What we started to see at the end of 1985 is a spilling over of turbulence from the townships into the workplace."

However, Mr Godsell did not believe turbulence in the workplace was in management or union interests.

What role could management play in defusing complex situations with strong political undercurrents?

Mr Godsell said "There are certain issues management can do nothing about. When criminal offences occur, when people are assaulted or murdered or property damaged or vehicles stolen the due process of law must occur. There is nothing we can or want to do to interfere with that process in any way. That's the process of an ordered and civilised society.

"The central issue is: Is industry going to find ways to sort out conflict? Can we maintain our fragile pattern of orderly relations? Can we demonstrate to workers that there are effective, orderly and reasonable ways of resolving conflict?"

"To help us carry on doing this, there is an urgent need for South African society, the State and black organisations to find an analogous process of negotiation to deal with township problems and to deal with problems of political change.

"If they looked closely at labour relations during the past 13 years, they would find some important lessons to learn."

Walk-outs, sit-ins, strikes: 3 weeks on the gold mines

The chronology of recent mine strikes on the West Rand:

• Feb 24: Strike starts at Anglo American's Vaal Reefs gold mine near Klerksdorp. Between 12 500 and 19 000 refused to work, following the arrest of nine black miners for questioning in connection with the killing of four team leaders on Feb 18.

Miners demanded the release of those arrested. Workers return to work Feb 26 after talks with the National Union of Mineworkers (NUM).

• March 5: Black miners at four Vaal Reefs shafts walk out half-way through their eight-hour shifts. Action escalates to include 15 500 mineworkers and the mine closes four of its nine shafts, metallurgical works and engineering workshops.

The NUM says problems related to mine hostels and demands for the release of those arrested. Company gains an interdict restraining workers from working short shifts. Workers return to

work on March 11.

• March 9: Sit-in strike launched at Rand Mines Blyvooruitzicht gold mine near Carletonville. Workers say the strike centres on a bonus system being run on a trial basis at some sections and not others.

Underground sit-ins include one involving 1 200, who sit-in underground for more than 36 hours without food.

• March 11/12: Anglo American reports two miners killed and 25 injured in fighting at Vaal Reefs No 1 shaft. Only 180 of 4 000 on the morning shift report for work on March 12 but situation returns to normal by March 13.

• March 12: Rand Mines temporarily close Blyvooruitzicht and refuse to allow workers to go underground until an undertaking is given that they will work and channel grievances through agreed grievance procedures.

Mine officials plotted to launch trade union

4/3/86

WEEKLY MAIL By PHILLIP VAN NIEKERK

213

OFFICIALS of Rand Mines — the mining house which this week locked out 11 000 workers for participating in sit-in strikes underground — wanted to set up their own trade union for black miners in 1980, according to correspondence in the Weekly Mail's possession.

The company, which has been hard-hit by militant worker action at other mines, wanted to avoid a vacuum in the mines which "could be filled by political agitators", the correspondence says.

It says they were prepared to channel funds through international union organisations to set up the union but were turned down by the International Metalworkers Federation in Geneva.

The Weekly Mail obtained the correspondence as Rand Mines closed its Blyvooruitzicht gold mine near Carletonville, locking out 11 000 workers, and some 1 200 miners launched a sit-in strike for 36 hours underground.

● To PAGE 2

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Two officials plot for centrist union

WEEKLY M. ● From PAGE 1

Representatives of the NUM and Rand Mines were locked in discussions yesterday aimed at breaking the deadlock at the mine.

Early yesterday about 1 200 hungry miners ended their 36 hour sit-in at the sixth level of shaft four and returned to the surface, where they went straight to the hostel canteen.

Rand Mines was the second mining house in a week to lock out its staff. Last week Friday Anglo American closed four of its nine shafts at Vaal Reefs, ending a go-slow strike by more than 4000 miners.

Meanwhile, the personnel director of Rand Mines, Don King, confirmed yesterday that two officials of Rand Mines had toured Europe and the States in September, 1980, on a "trade union fact-finding" tour.

He said, however, the implication that the company would covertly channel money to set up a union was "devoid of truth."

"The officials concerned were relatively junior personnel people and were not at the level where they could suggest that this company could put its money into anything," King said.

The visit took place two years before the emergence of a black union on the mines, the National Union of Mineworkers, and at a time of growing worker militancy in other industries.

According to the documents, the officials made contact with representatives of the International Metalworkers Federation (IMF) and the United Steelworkers of America through a Canadian employer delegate to the International Labour Organisation.

The offer was turned down by the IMF, which is based in Geneva.

The correspondence, which is between union officials and not with Rand Mines, says:

"We (the unionists) made it clear that the employer would have to be prepared to spend a great deal of the profits from their mining activity, which the officials then said were fantastic lately, on worker education and the financing of unionisation.

"The official said that money was in fact no problem but we made it clear that the money could not come directly from the corporation to workers' representatives identified by the company."

A letter to Herman Rebhan, general secretary of the IMF, says: "The officials concerned professed great conviction in the desirability of unionisation and spent much of their time here telling us that they were for progress, it was just the Nationalist government which was standing in the way.

"They emphasised that they want to see unions emerge in the mines but they don't want to leave a vacuum which could be filled by political agitators, nor do they want to create sham unions led by stooges."

King said the officials were merely trying to get a "feel" for the development of trade unionism and the visit was a "fact-finding, learning experience."

"To implicate the company in something like this is a very serious allegation and devoid of truth," King said. "It is also very unfair and a serious allegation to say the officials criticised the Nationalist government in that way."

B. Day
213
14/3/80

Strikers sit tight at Blyvoor

RAND MINES gold division's deputy chairman Paul Forbes says management has left "no stone unturned" in attempting to persuade the 7 000 Blyvooruitzicht employees striking over production bonuses to return to work and use the correct channels.

Further, Mozambique and Lesotho labour representatives have informed the strikers that their actions are illegal and they are in breach of a court interdict.

Management does not want to fire workers even though it has the right to do so because the strike is illegal and workers are contravening a court order which prevents intimidation and the obstruction of operations, he says.

The shift of 1 200 workers who stayed underground for 36 hours without food returned to the surface yesterday

Discussing the background to the strike, Forbes says workers in certain occupations on the mine received production bonuses for many years. But employees asked for an extension of production bonuses to all workers.

Management discussed this with

CLAIRE PICKARD-CAMBRIDGE

representatives from both the consultative committees and the National Union of Mineworkers' (NUM) and agreed to use it on two shafts on a trial basis to see if it proved an effective incentive

The trial system was introduced at the beginning of the year.

"Workers then said they wanted the system extended throughout the mine. We agreed that if the system proved successful we would do so in May and the workers had not objected. NUM leaders told management on Wednesday they disapproved of the strike."

But Forbes says the NUM are not prepared to urge workers to return to work before management agrees to extend the bonus system throughout the mine. "This is unacceptable to management, who wish to follow proper channels"

The strike was largely spontaneous and demonstrated worker dissatisfaction with unilateral managerial practices, according to NUM press officer Marcel Golding.

He says the strike is the result of

management's "unilateral implementation" of a system without properly consulting the union

"The widespread support for the strike is adequate proof that intimidation is not taking place and also indicates the determination of workers and the depth of their grievances on the matter."

Golding believes it is one of the longest underground sit-ins in SA worker history

He says management's "intransigence" in refusing to meet workers at the venue of their choice has exacerbated the situation and the NUM is committed to resolving the dispute in a mutually acceptable manner

"When it comes to spontaneous strikes, the union always counsels its members on the best way to resolve the situation," added Golding

"Sit-ins are part and parcel of a new phase in the resistance of mine workers. Strike activity will also continue to increase if management remains insensitive to worker demands and fails to address grievances rapidly."

2/15
18/3/86
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Five killed in mine dispute

JOHANNESBURG.
Five miners were killed and more than 100 were injured during unrest on the Blyvooruitzicht gold mine last night.

Mr Greg Kukard, a spokesman for Rand Mines which administers Blyvooruitzicht, said some miners had been injured by birdshot but the majority of injuries had been caused by intimidators.

The unrest occurred last night after management issued an ultimatum telling workers they would be dismissed if they did not go to work.

Detained

Mr Kukard said mine security were rounding up men said to be responsible for workers not reporting for duty last night and for setting fire to a hostel and four mine vehicles.

He said some workers had complained of intimidation yesterday.

Mine security officers then detained two "intimidators". A mob then gathered outside the hostel manager's office and mine security were sent in, he said.

Teargas and rubber bullets were used to disperse the mob, he said.

Two police officers were sent to investigate and their vehicle was stoned.

"Some shots were fired and they withdrew to call in a full SAP contingent."

7 dead,
176 hurt
in mine
strike
clashes

SUN-TIMES
16/3/68
213

By DAVID JACKSON

SIX black mineworkers and a security guard have been killed and at least 176 people injured in violent clashes at the strike-torn Blyvooruitzicht gold mine on the West Rand.

Three men died on Friday night as police and mine security officials fired birdshot and live ammunition, rubber bullets and teargas at a 500-strong mob which had earlier surrounded the hostel manager's offices in the mine complex.

Another two blacks were murdered — apparently by hard-line militants — inside the hostel building. One man died in hospital after the clashes.

Scores of blacks, beaten up during clashes with radicals, were among the 176 injured. Fifty-eight are still in the mine hospital, while 118 have been treated for birdshot wounds and released.

The violence erupted after a week-long strike by black workers at the mine — ostensibly over a row about the implementation of production bonuses.

Earlier in the week about 1 200 mineworkers staged an underground "sit-in" in support of their protests, during which they went 36 hours without food.

Confirming the unrest incidents at the mine, the Police Directorate of Public Relations in Pretoria said yesterday that a police vehicle was stoned in the action.

It said a mob marching on the white residential area was dispersed with teargas, and arsonists caused extensive damage to mine buildings and property.

An uneasy calm prevailed at the mine village yesterday as mine security officials cordoned off the troubled area. But blacks and whites walked the streets freely, with no outward signs of the violence of the night before.

The deputy chairman of Rand Mines' gold division, Mr Paul Forbes, told the Sunday Times that witnesses had identified some 50 organisers of intimidation.

These would be detained by

□ To Page 2

P.T.O.

Seven die in mine clashes

□ From Page 1

mine officials and handed over to the police in terms of the court interdict obtained by the company last week restraining workers from interfering with production.

According to Mr Forbes, Friday's trouble began after a delegation from the National Union of Mineworkers (NUM) had indicated to the mine management that the workers would end their stayaway and return to work in time for the nightshift the same evening

Mob

But militant hardliners, opposed to the NUM decision, reportedly went from hostel to hostel telling workers to prepare for another sit-in instead. Workers were subsequently told not to bother even changing into their nightshift work-gear.

Mine security personnel were called in when a mob of about 1500 surrounded the hostel manager's offices. The mob began stoning the security forces who responded with teargas and rubber bullets. Then, as the situation turned ugly, the police were called in to restore order.

The mob set fire to the hostel administration building, which was gutted, as were four cars. The hostel manager and his assistants were evacuated to safety.

The mob began advancing on the homes of white residents — the nearest about 70 metres away and separated by a railway line and a brick wall.

Some of the residents — who did not wish to be named — described yesterday how police told them to remain indoors while police marksmen lined the street outside their homes and fired teargas canisters to deter the mob.

Police vehicles periodically patrolled the area yesterday, but as a result of the violence no workers went underground for the nightshift.

Ultimatum

Workers had earlier been given an ultimatum to return to work on the nightshift or face dismissal.

But Mr Forbes said yesterday that, in view of the hard evidence of intimidation, he would be having talks with mine executives to decide whether the dismissal notices would still be issued.

He said. "The saddening and worrying aspect is that the NUM seems unable to control the militants within its ranks."

Mr Forbes said he believed mine managements were bearing the brunt of black workers' frustrations in the form of industrial action which was not entirely related to work issues.

Losses

He said he had noted a deterioration in the relationship between white and black employees at Blyvooruitzicht since the advent of the NUM.

Production losses in the stoppage amounted to about 40 000 tons of gold ore over the five lost working days — with additional "hidden costs" expected to push the total in lost revenue to several millions of rands.

According to one top mining source, hard-liners at a mass meeting at Blyvooruitzicht on Thursday talked of "marching on the mine manager's house to show you how he lives" and made disparaging references to "the amount of money white mining executives earn".

But the mood was dam-

pened by the arrival of NUM general-secretary Cyril Ramaphosa, who apparently spoke privately in favour of a return to work by members of the NUM, which represents between 30 and 40 percent of the work force.

Labour representatives of the Mozambique and Lesotho governments also urged their nationals to return to work after an earlier meeting with Rand Mines officials.

Said Mr Forbes "Mr Ramaphosa approached us for a meeting. We pointed out that it was an illegal strike, that there was a court interdict and that members were in breach of that interdict and liable for prosecution or discharge."

"But our policy is that we would not go to these lengths without exploring all possible negotiating avenues to get the workers back to work."

Changes

According to the NUM, the "key issue" is the experimental production bonus system being applied in two sections of the mine. They want the system introduced at all sections.

Said Mr Forbes "They wanted us to make changes to the system while workers were on an illegal strike. We indicated that once our workers returned to work, and brought grievances through the proper channels, we would deal with those grievances."

Striking workers will not be paid for the five lost production days, or the time spent in the underground sit-in.

An NUM spokesman told the Sunday Times: "The mine management have not given any undertaking to address fundamental workers' grievances. The implementation of the bonus system was not adequately discussed with the NUM — they flouted the fundamental principles of collective bargaining."

15 die in gold mine clashes

JOHANNESBURG — At least 15 mineworkers were killed over the weekend as labour unrest hit two gold mines in the Transvaal as well as the Employment Bureau of South Africa (Teba) of Johannesburg. At the Blyvooruitzicht mine near Carletonville, 160 long wildcat strikers were dismissed after management asked each member of the mine's nightshift to sign a document saying they wished to go back to work.

According to Mr Greg Kukard, a spokesman for the mine, those that refused to sign the prepared document were dismissed. The day shift has also been given an ultimatum.

Shot dead

Mr Kukard said the balance of 1 000 workers have indicated that they wish to go back to work and he expected the mine to begin operating again today.

At least seven people were killed at the mine over the weekend after police were called in to quell worker unrest. According to Mr Kukard, four miners were shot dead by the police and a further two were killed in their hostels. A security guard was also killed in the fighting.

There were still 58 people in hospital and 153 had been discharged after treatment.

At the Yaal Reefs mine near Orkney eight workers were killed and 66 injured as clashes broke out between Sotho and Xhosa miners at the mine's east division.

A spokesman for the mine said rioting battles between the warring groups broke out at the No 3 shaft hostel on Saturday night and again in the early hours of yesterday morning.

Canteens

Management reported that seven workers had died in the clashes and an injured man died yesterday evening in hospital.

Meanwhile the National Union of Mineworkers (NUM) reports that workers have launched a boycott of the bars and canteens at the Teba depot in Johannesburg in protest at "discriminatory practices, dissatisfaction with the food and hampering of the bureau's activities at the bureau".

A spokesman for Teba was not available for comment. — Sapa

Unrest map, page 2

14 killed as unrest hits two gold mines

17/3/80 Mercury

JOHANNESBURG—At least 14 black mineworkers were killed at the weekend as labour unrest and faction fighting hit two gold mines in the Transvaal as

by fire



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At the Blyvooruitzicht mine near Carltonville, shut down by a week-long wildcat strike, 160 strikers were dismissed after the management asked each member of the mine's night shift to sign a document saying they wished to go back to work.

Mr Greg Kukard, a spokesman for the mine, said those who refused to

sign the prepared document were dismissed

He said the balance of 1 000 workers had indicated that they wished to go back to work and he expected the mine to begin operating again today

The day shift had also been given an ultimatum to end the strike or face dismissal.

At least six people were killed at the mine over the weekend after police were called in to quell worker

unrest.

According to Mr Kukard, four miners were shot dead by the police and a further two were killed in their hostels

At the Vaal Reefs mine near Orkney, eight workers were killed and 66 were injured as clashes broke out between Sotho and Xhosa miners at the mine's east division.

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Teba is the labour recruiting organisation for the country's mines

A spokesman for Teba was not available for comment last night — (Sapa)

Youths stone car on busy freeway

Mercury Reporter

A GANG of black youths stoned a car containing two academics, travelling on the N3 near Durban's Cato Manor area on Saturday

'We were lucky both of us were wearing spectacles otherwise we could have been blinded by flying glass when the windscreen shattered,' said Mr Michael Lawrie, director of computing services at Rhodes University

Mrs Janet Hall, an ar-

siles had hit the windscreen a few centimetres closer to him, he would have been injured and forced to stop

The pair came to Durban as part of a band and will be playing at the University of Natal and in Pietermaritzburg this week.

A Police spokesman said last night that the incident was being investigated

● Picture Page 2

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14 killed as unrest hits two gold mines

7/3/80 Mercury

(SAP) (SAP) (SAP)

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Teba is the labour recruiting organisation for the country's mines.

A spokesman for Teba was not available for comment last night — (Sapa)

Miners return to work as death toll reaches 15

By Sheryl Rame and Mike Siluma

17/3/86 STAR 213

About 7 000 black miners streamed back to work today at the strike-torn Blyvooruitzicht gold mine near Carletonville, where seven people were killed and at least 100 injured in weekend violence.

In more violence at the Vaal Reefs gold mine near Orkney, eight people were killed in faction fights and 66 injured — bringing the weekend death toll on the two West Rand mines to 15 and the number of injured to at least 166.

A spokesman for Rand Mines, owners of Blyvooruitzicht, said today that the mine had returned to normal for the first time in a week. Five days of production had been lost due to wild-cat strike action.

"The morning shift of about 7 000 streamed back to work between 4 am and 6 am. Hundreds more are expected to return to work today," the spokesman said.

Management issued an ultimatum to workers to return to work or face dismissal. Workers were asked to sign an undertaking to return to work. About 160 who declined have been dismissed and transported home.

The mine was calm today following the arrest during the weekend of more than 40 suspected intimidators.

Rand Mines reported that six miners died on Friday night — four shot dead by police and two believed to have been beaten to death by intimidators. A security guard not employed by the mine was also killed.

The superintendent of the Blyvooruitzicht mine hospital said 100 injured miners reported to the hospital after Friday's violence and 63 were still in hospital.

Rand Mines said the SAP were called in when mine security could not control a mob which burnt down an administration office at the No 2 hostel, causing R200 000 damage.

At Anglo American's Vaal Reefs mine, clashes broke out at the weekend between Sothos and Xhosas at the mine's east division, a spokesman said.

Mine security personnel were called in and by last night "the situation at the mine was peaceful".

Meanwhile, the NUM reports that about 450 miners launched a boycott last Wednesday of the bars and canteens at the Teba depot in Johannesburg in protest against discriminatory practices, the quality of food and hampering of the union's activities at the bureau.

A spokesman for Teba, the labour-recruiting organisation for the country's mines, was not available for comment.

14 KILLED

213
SOWETAN
17/3/86

Unrest and faction fighting breaks out at two gold mines

AT LEAST 14 black miners were killed and about 300 were injured during bloody clashes at two western Transvaal goldmines at the weekend.

The incidents occurred at Anglo American's Vaal Reefs and Rand Mine's Blyvooruitzicht goldmines which have been rocked by labour unrest during the past weeks.

In another development, about 160 striking workers were fired from Blyvooruitzicht.

A further 1 000 strikers said they wanted to return to work and were given their jobs back.

A mine spokesman said the mine would be back to normal today, but in the interim the day shift had also been given an ultimatum to return to work or face dismissal.

At Vaal Reefs, near Klerksdorp, seven miners were killed and 67 were injured when vicious faction fighting broke out at the mine's east division.

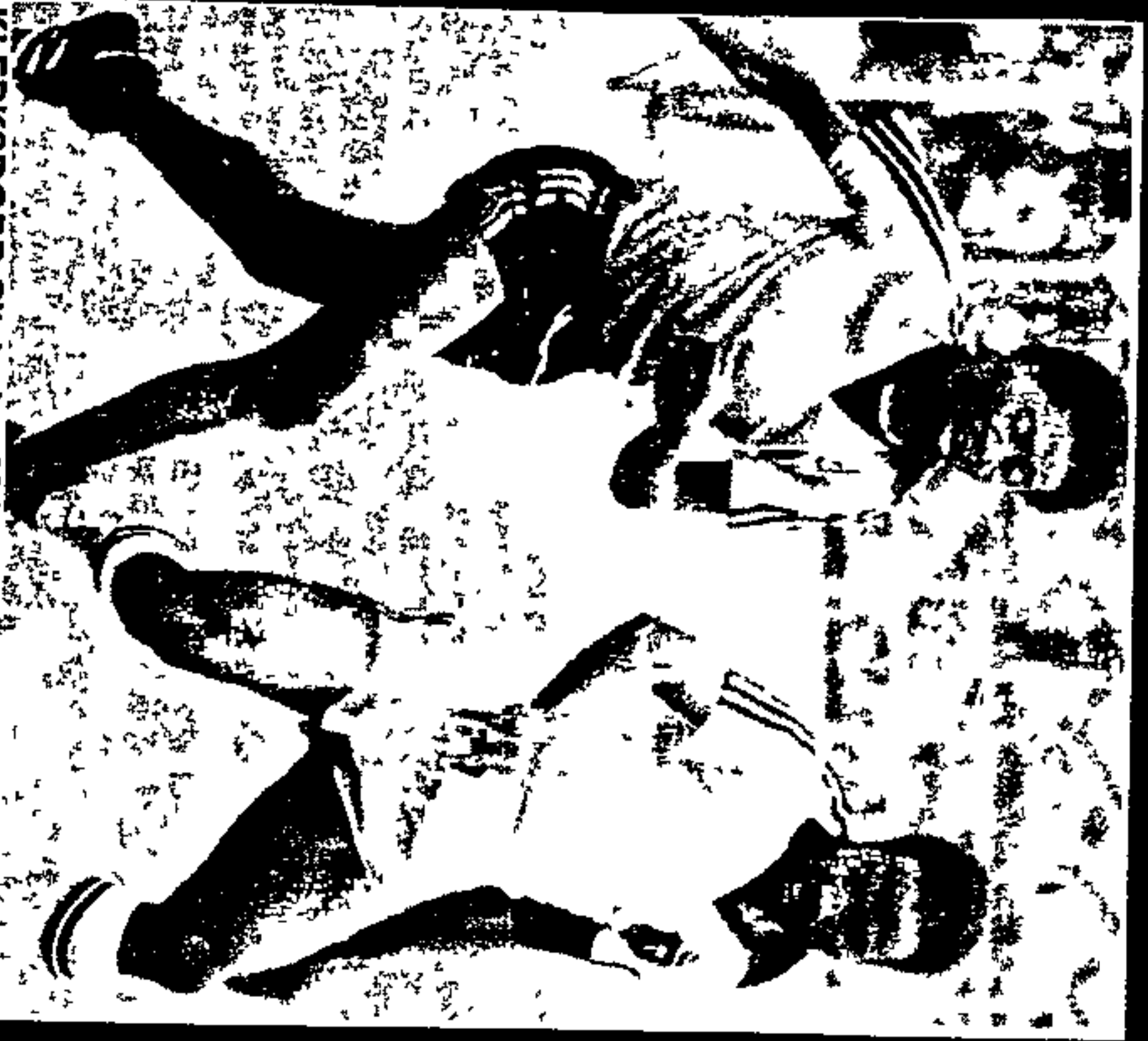
SOWETAN Reporters

miners were later found and one of them died in hospital.

There were still 58 people in hospital and 158 had been discharged after treatment. He said the police were investigating.

The situation was calm by late yesterday afternoon and there were no further incidents at the mine, the spokesman said.

the scene of labour turmoil for the past year. Last year about 17 000 blacks were sacked after weeks of conflict between management and workers. About 19 000 went on a two-day strike, demanding the release of nine colleagues recently. The workers later went back



KLERKSDORP City's Jan Mthembu (left), tackles Orlando Pirates' Dondo Nonyana during their Castle League game at Orlando Stadium yesterday. The two teams drew 2-2.

Tense

A mine spokesman said the fighting was between Xhosa and Basotho employees. It started on Saturday night and continued until yesterday.

The deaths and injuries had occurred "despite timely intervention by the mine security department".

The situation at the mine was tense but calm by late last night and management was making "every effort" to settle differences between the factions. Vaal Reefs has been

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Unrest at RM Props, Blyvoor

13 killed as violence hits gold mines

3 DAY
17/3/76
213
~~213~~

THIRTEEN miners have been killed on two gold mines over the past three days.

In a new outbreak of violence, seven were killed at Anglo American's Vaal Reefs mine near Orkney on Saturday, and six others died on Friday night during a riot at Rand Mines' Blyvooruitzicht gold mine, near Carletonville.

An Anglo American spokesman said seven workers died and 67 were injured in a faction fight between Sotho and Xhosa workers on Saturday night.

The cause of the fighting was unknown, but was thought to be unrelated to the recent mass strike and go-slow at Vaal Reefs over the arrest of workers in connection with the deaths of four shaft stewards.

Rand Mines reported that six workers died and more than 100 were admitted to hospital at strike-bound Blyvooruitzicht after a riot on Friday night.

Management denied police reports that a seventh employee — a security guard — was also killed.

Management yesterday dismissed 157 workers who refused to sign an undertaking to return to work and abide by service conditions.

The mine issued an ultimatum to workers to return to work today.

Rand Mines gold division deputy chairman Paul Forbes said 924 workers had already signed an undertaking to return to work and abide by their condi-

CLAIRE PICKARD-CAMBRIDGE

tions of service.

The dismissals followed a loss of five production days after underground sit-ins by workers and a strike over production bonuses.

Forbes said about 22 workers had been arrested on intimidation charges.

According to Forbes, the riot broke out on Friday night when a crowd, which had gathered after the arrest of two alleged intimidators, became unruly.

He said both police and mine security were involved, and that the riot resulted in six deaths — four from gunshot wounds and two from assaults by fellow workers.

The National Union of Mineworkers could not be contacted for comment yesterday.

Forbes said about 100 employees had been admitted to the mine hospital.

Few had been discharged because management wanted statements from those who had received birdshot wounds and those allegedly assaulted by fellow workers.

The riot resulted in damage of about R200 000 to mine property after the No. 2 hostel was burnt out and several cars were destroyed.

And 1 500 workers heading for the mine's white residential area on Friday were turned back after police fired tear-gas, birdshot and live ammunition, a police spokesman said.

CALM AT MINES

THE situation at Western Transvaal's two goldmines, which were scenes of strikes and faction fighting during the past week, was calm yesterday.

At Blyvooruitzicht near Carletonville, where seven mineworkers were killed and 100 others injured in weekend violence, 7 000 miners returned to work yesterday morning.

A mine spokesman confirmed that the mine's workforce had resumed work, saying the situation at the site was calm.

No incidents were reported at Vaal Reefs, where faction fighting claimed seven lives at the weekend. Opposing groups buried the hatchet after a meeting between the workers'

Labour briefs

representatives and management, a Vaal Reefs spokesman said.

• Haggie Rand Limited yesterday "considered as dismissed" 2 000 workers who have staged a sit-in strike at the company's Jupiter and Germiston factories for almost two weeks. Sapa reports. 18/3/80

Management had given the workers until midday yesterday to return to work or face dismissal. SOWETAN

Earlier, the company had considered seeking a Supreme Court interdict to have the workers forcibly evicted, but a company spokesman said no decision had been reached yet.

A spokesman for the Metal and Allied Workers' Union — to which most of the workers belong — said the union had met the management and said it would not give in to workers' demands for pay increases and improved working conditions.

• Meanwhile 450 members of the National Union of Mineworkers (NUM) are involved in a

boycott of canteens and bars at the Employment Bureau of Africa (Teba). The boycott, which started last Wednesday, has been sparked by long-standing grievances of workers, according to NUM.

Mr Marcel Golding of NUM — said workers' grievances included victimisation of shaft stewards and complaints about discriminatory practices at Teba.

Teba management told a Press conference that it had laid charges against the union members at the company, for contravening the Liquor Act. A total boycott did not exist as some staff members continued to use the dining facility, the management said.

Bitter rivalry in by-election

Bitter political rivalry marked the run-up to tomorrow's municipal by-election to fill a Phalaborwa Town Council vacancy

Mr Jan Grobbelaar is fighting the election on a Conservative Party ticket. The CP has a declared policy of trying to gain control of town councils and school committees in the region

Mr Grobbelaar said "By adopting a particular political stance, you indicate which way you want to go"

And he is against all forms of integration

His National Party opponent, Mr Faan Venter, says a town councillor can only serve his community "if he stands impartially as a person in his own right". — Northern Transvaal Bureau

For Easter eggheads

Spend your Easter holidays away from your family with your head buried in our giant Easter crossword puzzle. The crossword grid will fill two pages of Weekend' magazine in this week's *Saturday Star*

Management behind faction fighting: NUM

By Chris Mores

Miners at Vaal Reefs Gold Mine yesterday alleged that mine management was behind the tribal faction fighting that left at least eight dead and about 70 injured at the weekend

And yesterday about 120 miners from Transkei left for home, claiming their lives were no longer safe on the mine

Another miner apparently died outside mine property and the miners included him in the number of those killed in the fighting, claiming a death toll of nine

Several shaft stewards alleged that management had used Basotho team leaders to start what would be perceived by outsiders as a tribal conflict when, in fact, the aim was to break the unity of miners belonging to the National Union of Mineworkers (NUM)

'ALLOWED TO ENTER HOSTELS'

The shaft stewards said the so-called Basothos who started the fight were not employed at Vaal Reefs but arrived in three buses at about 11 pm on Saturday and management allowed them to enter the hostels

A spokesman for Anglo American Corporation, Mr Errol Symons, denied the allegations that management was in any way involved in the faction fighting

He said Vaal Reefs management promoted constructive engagement with the union as a matter of policy.

Mr Symons said that, throughout the incidents of unrest at the mine in recent weeks, management had been in communication with the NUM and had invited union representatives to have discussions with the managers concerned

"At each affected hostel, mine management has attempted to get the factions together in an effort to resolve their differences," Mr Symons said

Vaal Reefs death toll rises to 12

Six more die in new mine faction fight

213

19/3/86 BUS - DAY

SIX more miners died yesterday in faction fights at Anglo American's Vaal Reefs gold mine, near Orkney, in the Western Transvaal.

About 1 750 workers have left the mine voluntarily because of the violence.

An Anglo American spokesman said the death toll at Vaal Reefs had risen to 12 since Saturday when a fight broke out between Xhosa and Sotho workers.

He said Saturday's fight had been at number 3 hostel. Yesterday's battle occurred at number 5 shaft hostel of the west division.

Yesterday's fight left eight men seriously injured and two in critical condition.

He could give no explanation for the fight except to say it was unrelated to a strike and go-slow at Vaal Reefs about two weeks ago over the arrest of some workers in connection with the deaths of four team leaders.

CLAIRE PICKARD-CAMBRIDGE

Explanations for the high rate of violence during strikes and tribal fights on SA mines over the past few weeks include political tension spilling over from nearby communities, tribal tension and the confined bachelor quarters in which mines live.

The Chamber of Mines has applied to the Industrial Court for a *status quo* order to restore the labour practice prevailing before the date when the National Union of Mineworkers issued an ultimatum demanding May Day as a paid holiday.

The chamber said yesterday the decision had been taken in an attempt to re-establish collective bargaining procedures.

The NUM said earlier it would con-

● To Page 2

Six die in faction fight

sider itself in dispute in the chamber's member mines where recognised if the chamber had not acceded by February 28 to its demand for May Day as a paid holiday.

The chamber's recruiting arm, Teba, said some NUM members, who had been discouraging workers from using the bar or canteen at its Johannesburg depot, were facing charges of contravening liquor laws.

This came after the launch of a boycott by 450 miners of bars and canteens at the depot in protest against alleged discrimi-

natory practices, the quality of food and the hampering of union activities

Teba management denied that the NUM's activities at the depot were being hampered or that union members had been victimised.

It said most workers were happy with the quality of the food and that a total boycott of the canteen was not in force because some staff members were continuing to use the dining facility.

● From Page 1

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Death toll rises

SIX miners were killed at Anglo American Corporation's besieged Vaal Reefs goldmine early yesterday morning, bringing the death toll at the mine to 14, since faction fighting broke out on Saturday.

The fighting between Basotho and Xhosas has left eight other miners seriously injured, two of whom are in a critical condition.

And hundreds of miners from the affected No 5 shaft were being transported to the Vaal Reefs Stadium where they were paid

SOWETAN
Correspondent

out.

A spokesman for Anglo, Mr Barry Avery, said discussions were held with the two groups and about 1 250 miners have resigned.

"The employees' resignations are now being processed," Mr Avery said. **SOWETAN**

A shaft steward said that the new fighting broke out from about 7pm when a group of men dressed in the Basotho "Russians" blankets arrived at the

mine in buses.

They first went to No 5 shaft where they were repelled by miners who had been expecting trouble and kept watch at the gates. The intruders then went to No 2 shaft but were again stopped by miners. 19/3/86.

They allegedly regrouped behind the No 2 shaft hostel and started blowing the "Russians" warcry whistle, causing chaos inside the hostel as the miners grouped themselves on tribal lines. The fighting then broke out.

STAR
22/3/76
213
Management,
union discuss
stricken mine

Management at the troubled Vaal Reefs gold mine yesterday held seven hours of talks with the National Union of Mineworkers (NUM) in efforts to ensure peace at the mine

In the past week 17 people have died and 99 have been injured in fighting at the mine, some of which has been referred to as faction fighting between Xhosa and Sotho employees

A request from *The Star* to visit the mine has been turned down

● Five Vaal Reefs employees are scheduled to appear in the Silfontein Magistrate's Court again later today to face charges of public violence

The charges relate to an incident on the mine on February 18 when four team leaders died

Court casts the die

The Industrial Court has delivered its full judgment in the reinstatement case against Pinetown company Natal Die Casting (NDC). The company was ordered to reinstate permanently over 100 legal strikers dismissed last year.

When the court's reinstatement order was handed down in early February, NDC quickly announced that it would take the case on review to the Supreme Court. The workers would not be reinstated until this process was complete, said NDC. Now that the reasons are available, NDC must have even greater motivation, for the Industrial Court makes some highly critical observations about its conduct in the dispute.

The strike occurred on May 1 last year after drawn-out negotiations with the Metal and Allied Workers' Union (Mawu). It was called over the NDC's refusal to bargain in good faith over production and long-service bonuses and a travel allowance. The court ruled that NDC committed unfair labour practices by dismissing the workers; and refusing, or failing, to negotiate in good faith with Mawu before and after the strike.

The court found that while the evidence presented by most of the witnesses was acceptable, NDC MD Graham Wilson did not make a favourable impression. "His whole attitude and appearance was one of insincerity," it said.

Further, said the court, Mawu had not breached the provisions on strike balloting set out in the Labour Relations Act, as alleged by NDC. The strike was therefore legal.

According to the court, NDC had agreed in principle to implement a productivity bonus. But, while "purporting to negotiate," it "merely went through the motions without any real intent to arrive at an agreement." Certain conditions imposed by the company were "so unreasonable that it could scarcely be said that they were made in the genuine belief that they would result in agreement." For example, a proposed production target set by NDC exceeded anything that had been achieved between August 1980 and February 1984. NDC also refused to furnish a Mawu-appointed accountant with realistic financial information.

Dealing with whether the company was justified in sacking the workers or not, the court referred to the well-known case between the Council of Mining Unions and the Chamber of Mines. This held that dismissals could, in certain circumstances, constitute an unfair labour practice even if sackings are lawful.

What carried most weight with the court

Continued on page 62

in this regard was whether NDC had tried to enter into bona fide negotiations. Further, it notes that NDC had refused to refer the dispute to an independent arbitrator. The union's conduct during and after the strike, said the court, "was not such as would infringe the rules of 'fair fight'." Cumulatively, these factors led the court to conclude that the manner in which the dismissals were effected amounted to an unfair labour practice.

The Supreme Court will now have to decide on the merits of the Industrial Court's judgment when it comes up for review.

Meanwhile, it is clear that the NDC case does not overturn a previous judgment in a case between Mawu and another Natal company, Hart Ltd. In it, Mawu tried unsuccessfully to get the court to rule that Hart's refusal to bargain on wages above the metal industry industrial council minimums and a funeral benefit scheme was an unfair labour practice.

According to a leading labour lawyer, the court has been consistent in the two judgments. In the Hart case, he says, there was no agreement between the company and union to negotiate on matters covered by the industrial council agreement. The court held that it would not compel Hart to bargain in the particular circumstances. In the NDC case, there was agreement to bargain; the court therefore could rule that the company had deviated from its commitment.

19 000 miners end R5m work stoppage

DISPATCH

28/2/80

JOHANNESBURG — About 19 000 striking miners at the Vaal Reefs gold mine near Klerksdorp have ended the two day work stoppage that cost the Anglo American Corporation an estimated R5 million, a corporation spokesman said yesterday.

The spokesman said the strike ended after talks between management and the National Union of Mineworkers (Num) that took place on Wednesday.

He said although the workers agreed to return, there was no agreement on the demands of the workers.

The corporation had also not given the workers an ultimatum to return to work, he said.

"We lost two full days of production on the east division. That resulted in a loss of about 250 kg of gold."

The miners went on strike after some of their co-workers were arrested in connection with the killing of four team leaders at the shaft 5 hostels last week.

A NUM spokesman said yesterday the number of those taken into custody — initially eight — had risen to 10 when more workers were taken by police on Wednesday.

NUM issued a statement saying the number of strikers had increased from about 11 000 to about 19 000 when workers at shafts 4 and 7 on the west division joined

the strike.

Anglo American's Transvaal division executive chairman, Mr Peter Gush, and Transvaal division managing director, Mr Theo Pretorius, told a news conference the corporation would not accede to the demands of the workers to have those taken into custody released.

According to information gleaned from management and shop stewards belonging to NUM, the four were killed when a fight broke out at the shaft 5 hostel.

Management alleges there has been tension between the lower paid ordinary miners and team leaders, which NUM has tried to resolve for three weeks.

The day before the killing, NUM representatives told management some team leaders were heavily armed and this was causing tension on the mine.

Management then searched the rooms of some team leaders and weapons were removed. That night, a fight broke out and four of the team leaders from whose rooms weapons were removed were killed, a management spokesman said.

Shop stewards claimed the team leaders were given weapons by management in a plot to kill some NUM representatives. They said the fight started when some team leaders attacked workers who were singing freedom songs near the team leaders' rooms.

Management has expressed dismay at the apparent reasons for the strike, and described the action as "an ill-judged and morally indefensible attempt to interfere with the course of justice."

Welcoming the return to work, Mr Bob Williams, regional general manager of Vaal Reefs, said "It is very gratifying to see good sense has triumphed and employees understand that those responsible for killing their colleagues must be brought to trial" — Sapa.

Smoking ban

PRETORIA — A ban on smoking in municipal buses and in the elevators of privately owned buildings here has been approved by the city council — Sapa.

Sunday Press

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(213)

March 2, 1986 ★ ★ ★

Angry miners say free mine or we stay out



Striking miners march at Vaal Reefs.

AN uneasy calm hung over the strike-hit Anglo American Vaal Reefs mines in the Western Transvaal yesterday but there were fears that thousands of black miners would bring the industry to its knees **any** day.

Anglo American said the strike ended on Wednesday night and all shifts reported duty yesterday.

But yesterday miners in the affected Western

BY DANIEL DHLAMINI

Transvaal - some were still adamant that mine colleagues should be released from police custody.

The anger of the mine black miners this week after the death of four miners and serious injury to four others after a brutal attack in a mine hostel, sparked off the strike at Vaal Reefs

National Union of Mineworkers spokesman Moses Gladie threatened that an additional 30 000 miners would go on strike if the mine, who appeared in court yesterday, were not released.

Gladie said trouble started last Sunday when NUM members returned from a rally in Soweto were confronted by another group - allegedly an anti-NUM faction. Fighting broke out between the two groups.

At a Press conference in Johannesburg, Anglo's Transvaal Gold mine division managing director Theo Pretorius said at the height of the strikes miners going on their shifts were threatened with the "necklace" by their striking colleagues. And he was adamant that Anglo had no intention of yielding to the demand for the unconditional release of the mine miners.

are puzzled by the workers' attitude," he said. Executive officer and Anglo's Gold and Uranium Mines Section managing director Peter Gush said a rumour that management had caused the strike by inciting workers to kill members of another union was without foundation and was "absurd and incredible".

"The situation is extremely tense and mine

★ TO PAGE 2

Miners strike over detentions

★ From Page 1

security is patrolling the area," NUM said

"To date mass meetings with workers have been held at shafts No 1, 2 and 5. The union shaft stewards and representatives, acting on the mandate of these meetings, presented the workers' demands to management

"These were, namely,

CITYP. 2/3/86
the release of the workers who were arrested, now believed to be ten. Two more workers were detained on Tuesday.

"There is no intimidation on the part of union members at the mine"

Vaal Reefs management is at the moment talking to workers and NUM to bring about a return to work and expect their full assistance in in-

vestigations.

Meanwhile, armed mine security guards manned roadblocks on the road leading to the trouble-torn no 5 shaft.

Local and foreign journalists were escorted to a conference room but were barred from taking pictures of workers on strike.

Asked whether pro-

duction was affected by the two-day work stoppage the mine spokesman said he did not know if it was as yet affected or not

Asked whether the mine was prepared to talk to the SAP about releasing the eight workers so as to diffuse the volatile situation, he said the mine had no power to instruct the police

Witbank unrest causes alarm

STAR

4/3/86

213

Whites on mines threaten to arm

By Sheryl Raine

White mineworkers at Witbank collieries are threatening to arm themselves for protection after weeks of black unrest and labour troubles.

The general secretary of the white Mineworkers' Union, Mr Arrie Paulus, said the situation round Witbank was extremely tense. Impatient white miners have accused certain mine managements of taking a "soft attitude" towards black labour and discipline.

In the past three weeks events near Witbank have included

- A strike by 1 500 members of the National Union of Mineworkers (NUM) at Anglo American's Goedehoop Colliery over the dismissal of four shop stewards
- A week-long stayaway by black workers in protest at the arrest of more than 800 colleagues who were attending a rally for unemployed people
- An on-going strike by almost the entire black workforce at Rand Mines's Wolwekrans Colliery near Witbank

According to the deputy head of the Rand Mines coal division, Mr Allen Cook, this is the third illegal strike at Wolwekrans this year and follows weeks of what he called "near labour anarchy".

The NUM has demanded that a white hostel manager at Wolwekrans be suspended for carrying a gun.

Mr Cook said the manager was authorised to carry a revolver because he handled money. A disciplinary inquiry attended by representatives of the NUM cleared the manager of any irregularities.

Feelings over the issue of firearms are nevertheless running high on both sides of the colour bar in Witbank.

Mr Paulus revealed that white mine unions had held talks with Anglo American and Rand Mines in the past two weeks to discuss fears for their members' safety.

"Miners are threatening to arm themselves," he said. "Often one white miner works with between 30 and 40 black workers. White miners must protect themselves and I can't say I blame them for wanting to carry firearms."

Ultimatum

"If there is intimidation of white miners, we will do one of two things. We will carry firearms or demand to be given protection by management."

"An ultimatum was issued to Rand Mines management last week stating that if the hostel manager was dismissed we would strike."

Mr Paulus said white miners were "sick and tired" of strikes by black workers where management took a "soft line".

Mr Cook defended his company's labour policy. Rand Mines was not in favour of mass dismissals, but would discipline intimidators and lay charges against individuals where necessary. It had been "extremely patient" with strikers in the past four days but there could come a time when a new workforce might have to be hired.

Mr Cook said Rand Mines was concerned about the tension in the Witbank area.

"We don't want to fan the flames of a black-white confrontation. I sincerely hope it doesn't happen. By and large, most of our employees are peaceful chaps."

COALMINERS STILL OUT ON STRIKE

MORE than 960 black coal miners at Wolwekraans near Witbank were yesterday still on strike in protest against the actions of a hostel manager.

A spokesman for the company said they were holding discussions with the National Union of Mineworkers

The strike is in its fourth day

• MAWU is to take the management of a multinational company, BTR Sarmcol in Howick near Maritzburg, to the In-

Labour briefs

4/3/86.
Industrial Court following the sacking of more than 900 workers there last year **SOKIETAN**

• More than 1 000 members of the South African Chemical Workers Union at several plants of Plascon Paints and related companies, yesterday downed tools in support of dismissed workers at

Plascon Paints in Krugersdorp and Polycel in Alrode

The union's general secretary, Mr Michael Tsotetsi, said they called on the company to reinstate the workers to avoid a national strike. The new strikes are at plants in Johannesburg, Alberton, Cape Town, Alrode and Isando

• The strike by more than 850 members of the Metal and Allied Workers Union (Mawu) at Asea Cables in Pretoria, yesterday entered its

fourth week. Management has complained that workers who intended to go back to work have been intimidated by certain elements. They hope to open negotiations with the union soon

• Nampak Tissue (Transvaal) is holding discussions with the South African Allied Workers Union (Saawu) concerning the dismissal of about 160 striking workers at the Pretoria West plant

'We will arm' say white mineworkers

SPM 5/3/86

"When they go on strike, you see many of them armed with pieces of iron, sticks and all kinds of crude weapons. And then there are the sjambok gangs, marching around and threatening to teach the whites a lesson"

"Isn't that reason enough for allowing us to carry firearms for self-protection?" asked white workers at the Wolvekran's Colliery near Witbank

Their concern was not the black miners they work with every day. On this level relations were good, the white workers said

Their big fear was the potential consequences of a strike situation, they said

'TROUBLE'

Mr G W Fouche, a worker at the open-cast mine at Wolvekran's, explained "When we went to work on Friday morning it was clear that there was going to be trouble again

"I was working in the open-cast mine with about 15 workers, when I heard noise and shouting

"A truck loaded with blacks who went on strike entered the area to picket the group working with me

"They were armed with pieces of iron, sticks and other crude weapons, shouting abuse I was the only white in the area and decided to make a very hasty retreat

"I jumped into my vehicle and drove towards the exit of the mine. But the truck stopped and the workers got off and obstructed the road

"There was no way to get through without confronting them. I turned around and for-

After weeks of unrest and labour trouble, white mineworkers at Witbank collieries this week threatened to arm themselves for protection. Mr Arrie Paulus, general secretary of the white Mineworkers' Union, described the situation as extremely tense. Yesterday reporters from *The Star* visited Wolvekran's Colliery, one of the latest trouble spots.

fortunately found another road to leave the area.

"And then people ask why we feel threatened"

It was for situations such as this that he wanted to carry a firearm to work, and not because of bad feelings between him and the miners he worked with, said Mr Fouche

Mr D S Jacobs agreed

"If you don't feel afraid in a strike situation, you must be stupid

"I have a very good understanding with the blacks I work with. But once you have to do with a large, agitated group, it is a different cup of tea. They behave differently, their emotions are easily swept away," Mr Jacobs said

He then told the story of the alleged sjambok gang

"That's what they call themselves, in any case

"With the strike on Friday, they marched around on the mine, shouting that they were going to teach the whites a lesson

"Should we just laugh it off as idle threats?"

Most of the white workers were convinced that intimidation played a big role in the strikes and unrest

They said the majority of the workers did not want "trouble"

"But they get beaten up if they don't co-operate. I know of specific workers with whom this happened," said Mr Jacobs

Intimidation was not limited to the mine, said residents living in the nearby mining village

"We have to do all our garden work ourselves these days," said Mrs S Cox.

"About a month ago our gardener was ordered to stop working for us. And we never saw him again

"This happened to all the houses around us," she added

'INVADED'

The white workers now also fear for the safety of their wives. There had been threats that the village would be "invaded", they alleged

"About two weeks ago, the mine management promised to erect a security fence and flood lights around the village but nothing has happened so far," said Mr Fouche

The mine's own security personnel were not sufficient protection for either the women in the village or for the miners, he claimed.

"They will be the first to run away if there's real trouble," Mr Fouche said

Peace is unlikely to return — workers

STAR 5/3/85

Feelings still high at Witbank mine

213

By Mike Siluma

Feelings of resentment and anger continued to run high among black miners at Rand Mines' Wolwekrans colliery yesterday, despite their return to work after a three-day strike.

The mine was hit by two strikes, involving about 900 mineworkers last week. The strikers' grievances centred on a hostel manager who carried a gun.

In the wake of on-going unrest on the mine and nearby townships, white miners in the area have threatened to arm themselves "for protection".

Black miners said it was unlikely peace would return to the mine until their grievances were resolved.

They said they could not understand why the hostel manager and the white miners wanted to carry guns because they had never been attacked, despite the tension on the mines

A miner said "Until the hostel manager is removed to a place where he will not deal with black workers, and the white miners begin to treat us like human beings, the situation here will never return to normal"

The miners said the issue of the hostel manager was one of a list of deep-seated grievances. They also accused management of being biased towards white workers at the expense of their black colleagues.

Bad attitude

A miner said "The general attitude of white miners, including the hostel manager, towards us is bad"

And recently, management had refused shaft stewards permission to be present at a hearing of a white miner accused of calling a black worker a "kafir".

The miners said small infringements by blacks were recorded instead of being discus-

sed. While on the other hand, complaints by black workers were not listened to by the hostel manager.

Instead of listening to the complaints, the manager boasted that his pen was "the best sjambok", which he could use to sign them off from work. Miners accused the manager of dismissing many black workers for minor mistakes.

They said several people were fired after the recent seven-day township stayaway in Witbank, even though they explained it was due to the stayaway that they could not report for duty.

As for the burning of a van on the mine last Friday, the miners said the owner, a local farmer, had shot a black miner called Ali, who had visited the shacks on his property.

Angry workers had then set the van alight when it delivered milk at a shop patronised by the miners. The injured miner is still in hospital.

● See Page 17.

'Half shifts'

MORE than 7 000 workers at the Vaal Reefs gold mine only worked a half-shift on Wednesday night, according to a statement issued by Anglo American yesterday evening.

Anglo said night-shift workers at Shafts 1, 5, 6 and 7 returned to the surface after only four hours underground. Disruption continued yesterday morning when the day-shift at those shafts also worked only a half-shift.

The east and west gold plants, the engineering workshops and office employees were also involved in the half-shift action yesterday morning.

The National Union of Mineworkers (NUM) could not be contacted for comment last night.

Workers at the Dunlop Industrial Products plant in Benoni returned to

hit mine

Business Day Reporter

work yesterday, according to a spokesman for the Chemical Workers Industrial Union.

The 600 workers went on strike on Tuesday over the dismissal of two cleaners at the plant. Yesterday the union spokesman said the two cleaners had been re-instated.

However, he said the union had three outstanding demands — dismissal of the company's personnel manager, dismissal of a security officer, and the sending of a telex by the company to Law and Order Minister Louis le Grange requesting release of detained labour leader Moses Mayekiso. This last would be discussed today.

Go-slow strike by 7 000 miners

By PHILLIP VAN NIEKERK

IN a fresh wave of unrest on Anglo American's giant Vaal Reefs gold mine near Klerksdorp, about 7 000 underground miners yesterday started a go-slow strike by demanding to be hoisted to the surface half-way through their eight-hour shift.

Workers at the mine said 30 000 miners from the entire west and east

divisions of the world's largest gold mine were participating in the go-slow.

But a management source at the mine said a total of 7 140 workers were involved from numbers one, two and five shafts in the east division and numbers six and seven shafts in the west division.

He added that it was highly possible

that the strike might spread.

By late yesterday no incidents of violence had been reported.

The three divisions of Vaal Reefs are regarded as a stronghold of the NUM and have been hit by several waves of industrial action in the past year.

Workers said the strike centred

● To PAGE 2

Go-slow at Vaal-Reefs

7/3/86 WEEKLY 1213 FRONT PAGE

around the continued incarceration of five Vaal Reefs workers who were last week charged with public violence following an incident in which four team leaders were killed on the mine.

The arrest of the five and of another four who have since been released was the spark for strike action by 19 000 workers last week.

The five were refused bail and remanded until March 20.

Workers are also protesting about the selective rehiring of some of the 14 000 miners fired at the mine in April last year for striking.

That was the last time workers at Vaal Reefs took "four hour" strike action, which cost the mine more than R25-million in lost production and prompted the mass dismissals.

A spokesman for the National Union of Mineworkers declined to comment on the strike as he said it was not yet a "head office matter".

A management source at the mine said 1 105 surface workers had downed tools. There were 1 685 participating in the go-slow at number one and two shafts, 1 950 at number five shaft, and 2 500 at numbers six and seven shafts.

15 500 down tools: Anglo shuts shafts

The Argus Correspondent

JOHANNESBURG. — Anglo American says it has been forced to close four of the nine shafts at its Vaal Reefs gold mine near Orkney following work-stoppages by 15 500 black miners.

In addition to the four shafts, the gold and uranium plants as well as the mine's workshops on its east and west divisions were also shut this morning

The mine has been the scene of labour turmoil for a year. Last year about 17 000 black miners were dismissed following weeks of disruption

The giant corporation said it had no alternative but to temporarily stop operations

Protest

"This step has been taken in the interests of the safety of employees and the protection of mine property," a company spokesman said today

The National Union of Mineworkers (NUM) has labelled the shut-downs a "lock-out". The NUM confirmed Anglo American's figure of 15 500 workers involved

Problems started at Vaal Reefs on Wednesday night

when black miners at the No 1, 5, 6 and 7 shafts walked off the job halfway through their eight-hour shift, throwing work schedules into disarray. Yesterday morning more miners did the same

Workers at the east and west gold plants, as well as the engineering workshops and office employees, were also involved in the half-shift stoppage

Last week between 12 500 and 19 000 black mineworkers went on strike for two days in protest against the arrest of nine colleagues. Four of those held appeared in court on charges of public violence relating to the death of four team leaders. Five were released

The strike cost the corporation at least R5-million

Anglo said today it was holding talks with the NUM and that the management was considering ways of restoring normal mining operations as soon as possible. No coherent demands had been tabled by the union as yet, a spokesman said

An NUM spokesman said workers' demands related to a number of problems in the mine hostels and the release of some of those arrested

8/3/80
213
**Shafts
closed**

JOHANNESBURG. — Vaal Reefs management announced yesterday morning that it had temporarily closed four shafts as a labour dispute involving 15 500 workers entered its third day.

Vaal Reefs closed down the shafts at the gold and uranium plants and the workshops on its East and West divisions.

About 7 000 workers started a go-slow on Thursday.

Management said the steps had been taken for the safety of employees and the protection of mine property.

"This action by management follows a period of irregular and illegal work practices and actions by employees.

"At present the situation at the mine is calm. About 15 500 employees are involved and management is considering ways and means of restoring normal mining operations as soon as possible," Vaal Reefs said. — Sapa

Mine applies for interdict

8/3/86 213
Vaal Reefs management yesterday applied to the Rand Supreme Court to stop workers from engaging in go-slows which have led to the shutdown of four of the mine's nine shafts

The mine closed the shafts yesterday following stoppages by 15 500 workers

Late last night the NUM was unavailable for comment on the court action being brought by the mine. But the union earlier indicated that it was committed to resolving the dispute

The Vaal Reefs gold mine has been a scene of labour turmoil for the past year

Last week between 12 500 and 19 000 black workers went on a two-day strike demanding the release of nine arrested colleagues

B-D/11/3/16 (213) #55

7 000 mineworkers in sit-in

AN UNDERGROUND, sit-in strike by more than 7 000 mineworkers at Rand Mines' Blyvooruitzicht gold mine near Carletonville has crippled production at all shafts since Sunday night.

Marcel Golding of the National Union of Mineworkers said yesterday the strike was the result of worker dissatisfaction with production bonuses.

Deputy-chairman of Rand Mines' gold and uranium division Paul Forbes confirmed the sit-in,

CLAIRE PICKARD-CAMBRIDGE

but said all the strikers returned to the surface yesterday to hold a mass meeting.

He said it was an illegal strike and management was requesting workers to return to work and raise their grievances through agreed procedures.

He said the production bonus had been introduced on a trial basis since the beginning of the year and had been discussed with shaft stewards.

B-D/11/3/86 (213)

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20 000 miners in go-slow

11/3/80. SOWETAN

LABOUR SNIPPETS

ABOUT 20 250 members of the National Union of Mineworkers at Vaal Reefs and Blyvooruitzicht gold mines in the western Transvaal were involved in work stoppages over several issues yesterday.

More than 10 250 workers at Vaal Reefs were on a go-slow which led to the mine company shutting down some of its shafts

The mine closed the shafts after stoppages by workers and said it applied for a supreme court order restraining the workers from continuing "illegal work practices which it experienced in the past few days".

The mine spokesman said workers at shafts 1, 2, 3, 4, 8 and 9 have re-

turned to work and the operations were normal. The company was still busy negotiating with NUM and workers at number 5, 6 and 7 shafts. It was expected that they would be back at work by last night.

The stoppage by the miners started last Wednesday when miners at four shafts walked out halfway through the shifts. They were joined by other workers

• About 10 000 workers at Blyvooruitzicht gold mine, on the far West Rand have started a sit-in strike underground, according to union sources yesterday. They

had been on strike since Sunday night.

The dispute centres around dissatisfaction over the bonus system

• About 1 500 workers at Plascon Paints throughout the country are still on strike demanding the reinstatement of dismissed workers at Polycell in Alrode and other workers at Plascon in Krugersdorp

• About 130 members of the Chemical Workers Industrial Union who stopped work to protest the continued detention of trade union leader Mr Moses Maseko last week, have been warned that in fu-

ture work stoppages will lead to their dismissal •

The strike at Hagge Rand by members of the Metal and Allied Workers Union is still on

• Fifteen members of the Black Health and Allied Workers Union had charges of trespass against them withdrawn when they appeared in the Brixton Magistrate's Court yesterday

Their appearance is a sequel to the dismissal of about 120 workers following a strike at the Garden City Clinic last week.

• The strike by about 800 members of the Metal and Allied Workers Union at Asea Cable in west Pretoria is still on. Management is still negotiating with union officials.



Star 12/8/86

Rand Mines acts on sit-in strikers

Rand Mines today refused to allow strikers at its Blyvooruitzicht goldmine, near Carletonville, to go underground. The miners have been staging underground sit-in strikes.

A spokesman for the company said that about 9 000 black miners were still on strike at the mine today. Management had decided not to allow the morning shift of 7 000 to go underground until workers had discussed their grievances and given an undertaking that they would go back to work.

The strike is believed to centre on a bonus system being run on a trial basis at certain shafts and not at others. Workers are believed to want the system introduced at all shafts.

DAY HEYDAY SALE

BUTCHER

from Tues. 11th March - Sat. 15th March while

s Kitchen onal Boerewors

B DAY 12/3/86

Chamber gets arms deadline

CLAIRE PICKARD-CAMBRIDGE

WORKERS have given the mining houses seven days in which to clarify their position regarding threats by white miners in Witbank to arm themselves.

The National Union of Mineworkers said this followed a resolution adopted by 600 NUM delegates and Congress of SA Trade Unions (Cosatu) representatives at a recent meeting in Witbank.

"Should management permit (white) miners to arm themselves, labour relations on the mines are likely to be detrimentally affected," the NUM said.

The union added that it had given mining houses 14 days to force the white Mine Workers' Union (MWU) general secretary Arrie Paulus to retract a statement he made over a week ago.

Paulus claimed white miners in Witbank were forced to arm themselves due to management's failure to deal firmly with black labour.

A Chamber of Mines spokesman said the chamber would not comment until today.

A Rand Mines spokesman said there was a standing instruction that people could not carry arms at work unless authorised to do so.

Deputy chairman of Rand Mines' coal division, Allen Cooke, said only managers could authorise the carrying of arms. This was limited to a few cases — which included the handling of money.

Cooke said it was "ridiculous" to ex-

● To Page 2 →

Miners want arms clarity

pect management to pressure Paulus into retracting a statement, saying it was an affair between NUM and the MWU.

□ An underground sit-in strike which began among 7,000 workers over production bonuses at Rand Mines' Blyvooruitzicht gold mine near Carletonville on Sunday, continued yesterday.

The union said it was counselling workers on ways to resolve the dispute on a mutually acceptable basis.

Rand Mines said the company had heard workers wanted a bonus system — being practised experimentally on two sections — extended throughout the mine. But formal meetings had not yet been held with workers

12/3/86
● From Page 1
B DAY

Rand Mines said it had met with three NUM officials, including union vice-president Elijah Barayi, who said the NUM had "nothing to do with the strike and disapproved of it".

This meeting seemed to indicate the NUM did not wield the authority it claimed to, management said.

The NUM dismissed this allegation, saying it was a democratic organisation and the strike had been spontaneous on the part of workers affected by the "unfair implementation of a bonus system".

Miners back at work

12/3/86
SOKETAM

ABOUT 10 000 miners at Vaal Reefs resumed work yesterday after a seven-day work stoppage, while 7 000 of their colleagues continued their sit-in strike at a Carletonville mine.

A Vaal Reefs spokesman confirmed that the workforce at the mine had returned to work, saying the mine company was looking into the miners' grievances.

The work stoppage at Vaal Reefs started last Wednesday when miners at four shafts walked out halfway through the shifts.

In Carletonville, 7 000 workers at the Blyvooruitzicht Gold Mine continued their "illegal sit-in strike", the management said.

A spokesman for the mine said black workers went underground yesterday morning, but refused to work.

Workers at the mine wanted a bonus system currently applied on two sections of the mine as an experiment to be introduced throughout the plant, according to the management.

"The mine management is still trying — so far, without success — to meet with worker representatives, and has not been told officially of the reasons of the strike," said the mine company's spokesman.

The sit-in strike, which started last Sunday, had not been approved nor did it have anything to do with the National Union of Mineworkers, the management told Sapa.

• Management at Asea Electric threatened to dismiss its striking 600 employees if they do not return to work this morning, Monk Nkomo reports.

The workers, all

Labour snippets

members of the Cosatu-affiliated Metal and Allied Workers' Union (Mawu), went on strike on February 10 over wages and other labour-related issues.

A spokesman for Mawu yesterday condemned Asea's threat to fire their members and accused the management of "unprofessional behaviour and of failing to understand the English language".

• About 100 workers at Isowall in Pretoria have been involved in a work stoppage since Monday over the dismissal of three of their colleagues. But management yesterday said an agreement had been reached with the workers' representatives, and that the workforce would resume work this morning.

• The East London offices of the South African Allied Workers Union (Saawu) were destroyed by fire early on Monday morning. The union claimed that the incident was politically motivated.

Sapa reports that the National Union of Mineworkers has condemned alleged "harassment" or trade unionists by the police.

In a statement released yesterday, the NUM said the "continued intervention of the SAP in legitimate trade union activity would only increase confrontation and resistance".

Black miners want assurance on guns

STAR 12/3/86

213

~~214~~

~~214~~

By Sheryl Rame

The National Union of Mineworkers (NUM) has passed a resolution calling on mining houses to clarify their position on the issue of white miners in the Witbank area who have threatened to arm themselves for protection.

Referring to the miners' threats, the NUM said in a statement released yesterday that a resolution was adopted at a weekend meeting of 600 delegates in Witbank, calling on the mining houses to clarify their position within seven days.

Rand Mines is already on record as saying that it recently re-issued a long-standing instruction that no unauthorised firearms might be carried at the workplace.

According to a NUM spokesman, the Witbank region of the NUM has also delivered an ultimatum to mining houses to put pressure on the white Mine Workers Union general secretary, Mr Arrie Paulus, to withdraw certain statements he has made concerning the carrying of firearms.

The NUM said that, should mine managements permit the carrying of firearms, labour relations on the mines were likely to deteriorate.

"Workers are adamant that white racism and 'kragdadigheid' will not be tolerated and demand that managements state their position," the NUM statement said.

The Star reported last week that white miners at Witbank collieries were threatening to carry firearms to protect themselves after weeks of black unrest and labour troubles. Rand Mines Wolwekrans colliery and Anglo American's Goedehoop collieries have both experienced strikes by black workers in recent weeks.

White mine unions met managements of both mines to discuss members' considerable fears for their safety. Interviews conducted by The Star with white miners in the region revealed that some had been caught in what they believed were life-threatening situations during labour unrest and they wished to carry firearms to protect themselves.

Mr Paulus said at the time that, in the circumstances, he could not blame white miners for wanting to protect themselves. The MWU has also expressed concern about what it considers to be management's "soft attitude" to handling black labour issues.

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1 200 strikers go without food for 36 hours

Miners in underground sit-in

By Sheryl Raine

About 1 200 black mineworkers staging an underground sit-in strike at Blyvooruitzicht Gold Mine have been without food for more than 36 hours.

The miners, who have an unlimited supply of water, have defied all efforts by the management to get them to return to the surface.

Blyvooruitzicht is one of the Rand Mines group.

Strikes and shut-downs in the mining industry recently have cost at least R15 million in lost gold revenue. By yesterday, loss of production at Blyvooruitzicht alone was 20 000 tons — R2,8 million in revenue.

The mine has been shut temporarily. It is the second major gold mine on the West Rand to close in a week because of wild-cat strike action.

Anglo American's Vaal Reefs mine, the scene of a two-day strike two weeks ago, was forced to shut four of its nine shafts and other works last week because of walkouts by miners half way through shifts.

Mr Paul Forbes, deputy chairman of Rand Mines' gold division, attributes the labour unrest in the region to deep-seated black frustration related to general political upheavals in the country.

He said tension over the scrapping of statutory job reservation on mines was another contributory factor.

He has noted a deterioration in the relationship between black and white employees at Blyvooruitzicht since the advent of the National Union of Mineworkers (NUM).

Frustrations

He believed mine managements were bearing the brunt of black workers' frustrations in the form of industrial action which was not entirely related strictly to work issues.

Problems began at Blyvooruitzicht, near Carletonville, on Sunday night. Sporadic sit-ins followed.

Yesterday 9 000 black miners were involved in industrial action.

According to the NUM, the strike centres on an experimental production bonus system at two shafts. Workers are demanding the system be introduced at all sections.

Mr Forbes said management had been going underground every half-hour to try to persuade the strikers to return to the surface.

Deadlock

"We are concerned that they have had nothing to eat since Tuesday night.

"Meals have been laid on for them in the hostels for the moment they return to surface."

A meeting yesterday with the NUM ended in deadlock. Though the NUM does not condone the strike action, it has been counselling strikers on how to resolve the situation to the satisfaction of all.

The NUM has accused Rand Mines of intransigence by refusing to address the workers en masse at the No 1 hostel. Management agreed to meet 25 elected worker representatives at the mine's training centre.

Mr Forbes said a Pretoria Supreme Court interdict had been served on the strikers, but had so far not been enforced. It restrains workers from interfering with production.

"The strikers are now in breach of the law and could face legal and disciplinary action. But management is striving to talk to worker representatives to persuade strikers to follow normal grievance procedures and provide an undertaking that they will go back to work."

He said the alleged dissatisfaction with the experimental production bonus system had surprised management because the bonus system was introduced at the request of the workers. It was introduced in January and is still on trial.

1½ days without food — then gold mine 'sit-in' ends

ARGUS 13/3/86 213
JOHANNESBURG. — The 1,200 workers who spent 36 hours underground without food in a sit-in at the Blyvooruitsig gold mine, near Carletonville, returned to the surface voluntarily today.

A mine spokesman said the men returned to their hostels. The mine is still closed.

The miners had defied all efforts by management to get them to return to the surface, Rand Mines said.

It is the second major gold mine on the West Rand to close in a week due to wildcat strike action.

Mr Paul Forbes, deputy-chairman of Rand Mines' gold division, attributed the labour unrest in the region to deep-seated black political frustrations related to general political upheavals.

Mr Forbes noted a deterioration in the relationship between black and white employees at Blyvooruitsig since the advent of the National Union of Mineworkers (NUM).

According to the NUM, the strike centred on an experimental production bonus system at two shafts. Workers were demanding that the system be introduced at all sections. — The Argus Correspondent and Sapa

According to an Anglo American spokesman, about 15 500 black workers at the Vaal Reefs mine returned to work on Tuesday, following a "go-slow" strike in which workers began working only half shifts.

The stoppages began last Wednesday. On Friday, the mine closed the affected four shafts as well as the gold and uranium plants and workshops on its east and west divisions. And over the weekend, it was granted an urgent court interdict restraining workers from "promoting or participating in disruptive work practices."

According to National Union of Mineworkers (NUM) spokesman Marcel Golding, several grievances precipitated the action. They include unhappiness that seven people arrested in connection with the deaths of four team leaders three weeks ago are still being held in custody

A further demand was that several hundred workers not taken back after a strike last year should be rehired. The union spokesman says there are also a number of longstanding grievances relating to hostel conditions, the induna system and discriminatory work practices, which the company has failed to address

An Anglo spokesman says the only demand management received was for the release of those in custody. The company's response was that "it could not influence the normal course of justice"

The Blyvooruitzicht mine near Carleton-

(14/12) 14/3/86
MINE LABOUR

F (NUM) 23

More strikes
The past week has seen industrial action involving more than 20 000 workers on two of SA's gold mines — a second action at Anglo American's Vaal Reefs and a fresh dispute at Rand Mines' Blyvooruitzicht

ville was hit by strike action on Monday, apparently because of dissatisfaction over an experimental production bonus system currently being applied on two sections of the mine

A management statement says that 8 800 workers are involved. Paul Forbes, deputy head of Rand Mines' gold division, says he had talks with three NUM officials who denied having anything to do with the strike and said that they did not approve of it. At the time of going to press, the strike was continuing. Forbes concludes that the NUM "does not wield the authority and control that it claims"

More than 100 000 miners have, in fact, participated in "wildcat" strikes so far this year. Golding says NUM policy is that grievance and conciliation procedures should be exhausted before strike action is taken. Officials can, and have, counselled members on these issues. However, he adds, the union is a democratic organisation and members decisions are final ■

LABOUR UNREST

 B Day (213) 19/3/86.
Driver shoots miner

POLICE are investigating the shooting dead of a miner at Durban Rodepoort Deep mine on Wednesday.

They would not arrest the man responsible for the shooting because he had reacted to a large group of miners stoning his car, a spokesman said.

Another mineworker was wounded in the stoning incident which happened in the grounds of the "C" hostel at the mine.

The dead man's identity cannot be revealed since his next-of-kin have not yet been informed.

Acting managing director Hugh

By DIANNA GAMES

Stoyell said the shooting occurred when two vehicles driven by whites were stoned by a group of blacks while passing the hostel.

One of the drivers fired several shots into the crowd, killing a miner and wounding another.

He said tension had been running high among hostel residents because of the unauthorised presence of outsiders, mostly from nearby Soweto, who had been causing trouble related to stabbings, gambling and illicit alcohol sales.

Mine men: No bail

16/1/76
BY HERMAN LETSIE
CITY
A BAIL application for three of the 110 miners charged with public violence was this week refused in the Westonaria Magistrates' Court

213
The 110 miners from Randfontein Estate Cooke 2 Gold Mine appeared on a charge of public violence at Bekkersdal resulting in the death of nine people, including two white cops

Captain Neville Thomas of the Westonaria police opposed bail for Mxolisi Ngcanga, John Hlaole and Philip Jaca. He said bail could not be granted because investigations were not completed, the three accused had no fixed addresses and "they would intimidate other mineworkers"

The trial was postponed to April 10

Impala's strike

STAR 18/2/86, 213

could cost R45-m

By Duncan Collings

The cost to Impala Platinum of its labour problems is likely to be in the region of R45 million at the attributable level and will effectively result in earnings for the full 1986 financial year just about matching the depressed levels of 1985.

Impala said in its interim report for the six months to December 31 (when earnings doubled to 177c a share from 87c) that in view of the expected output for the full year interim dividend was unchanged at 35c.

The company said the "re-manning" process had been completed after the resignation or dismissal of 23 000 workers after the work stoppage in January. It had proved possible, the company said, to re-engage a substantial number of the old workforce, but there were some initial weaknesses in skills and experience with the result that production would not be completely back to normal until mid-March at the earliest.

"Although there has been a serious loss of production, satisfactory arrangements have been made, through the medium of our trading subsidiary, Ayrtan

Metals, to maintain supplies to customers."

On the brighter side, demand for the company's principal products maintained a rising trend in the half year, and the company proceeded with a programme of increasing production capability by bringing its facilities into better balance.

Apart from increased volumes, higher metals prices also helped the company despite the fact that a large proportion of output is sold under long-term contract where revenue is protected by cost escalations and is not subject to exchange rate fluctuations.

The 103 percent increase in attributable profits to R101,8 million from R50,2 million reflected both the higher revenue and an absence of forward metal purchases which adversely affected the previous period.

The company says that the immediate priority is a return to full production and capital expenditure for the full year is likely to be lower than originally forecast. In the first six months it totalled R55,3 million (R30,7 million).

THE National Union of Mineworkers yesterday called on mine managements to stop calling in mine police and the SAP to harass strikers.

"Or we will have to defend ourselves — and the way we do will depend on our members," NUM secretary general Cyril Ramaphosa told a Press conference in Johannesburg.

He said striking miners had had "traumatic experiences" about their right to strike, which was restricted by legislation, mine police, the SAP and the SADF. He added that, despite the refusal by the Chamber of Mines to recog-

Mining bosses urged not to call in SAP

213
18/2/86
BUS DAY

use May Day as a paid holiday, NUM members would not turn up at work on that day but would attend rallies to celebrate this as a national event

The conference came after the NUM's two-day congress, attended by 550 delegates from 11 regions and climaxing in a rally attended by 10 000 on Sunday.

Ramaphosa said miners would stage a national strike if the various mining houses made different offers

on wage increases.

He added that the NUM would not be "divided this year by different offers".

Referring to attacks by government on neighbouring states, he said the congress had resolved to contact immediately unions in neighbouring states "to conscientise their members and better prepare them for such attacks".

Congress had resolved that the Gencor mining company, because it

was "persistently dismissing members in large numbers", was now an "enemy company" and Gencor and its subsidiary companies were to become a target of resistance by NUM members

The Congress of South African Trade Unions (Cosatu) would handle the bulk of action against Gencor "until Gencor behaves itself", Ramaphosa said.

This action would include "international pressure" and other tactics

The congress elected jailed African National Congress leader Nelson Mandela as its honorary life president. Members would take his union membership card to burn at Cape Town's Pollsmoor Prison.

The congress called for job reservation on the mines to be lifted by the end of the year. The central committee meeting would also decide on getting rid of job reservation.

The NUM also wanted mine hostels dismantled and mining villages to be erected for migrant workers and their families. — Sapa

ARGUS 1/2/86 -

COMPANIES

Strikes and unrest hit mining companies' profits

STRIKES and unrest is costing South African mining companies millions of rands

The strike at Impala platinum mine last month and disruption of production slashed profits by R45 million, according to the chairman, Mr Ted Pavitt.

At the giant Randfontein gold mine, hit by rioting in which nine men were killed in December, could lose about R301million in earnings from a drop in underground production.

Impala today reports a 103 percent hike in earnings for the half-year ended December but warns shareholders because of last month's labour troubles not to expect the full year's profits to be significantly better a year ago

The interim dividend is being pegged at 35c in spite of taxed profits reaching R102 million, up from R50 million

The higher profit reflects both the higher revenue and the absence of forward metal purchase and foreign exchange losses

Higher manning levels needed for increased production required additional recruiting to be carried out last year, but despite this the workforce at the end of 1985 still contained a higher proportion of employees who had been with Impala for a "considerable period"

Referring to January's strike, chairman Mr Ted Pavitt says it was disappointing that the majority took part in a work stoppage "and doubly so that organised and often brutal intimidation created a situation in which it proved impossible to resolve the problem using routine procedures"

Some 23 000 workers "either chose to resign or were with reluctance dismissed"

Remanning has now been

successfully completed and it has proved possible to re-engage "a substantial proportion" of former employees who were "coerced into striking against their will".

Production is not expected to be fully back to normal until mid-March at the earliest."

● Randfontein today announced that to offset lower tonnage production as a result of the labour unrest, the mine is having to treat low-grade surface material and gold recovery will average about 4 grams a ton

This is a big drop from 5,2 grams a ton in the September quarter and 4,8 grams a ton in the December quarter

Gold income could fall by about 23 percent this quarter from a combination of lower rand price for gold and lower production, according to a mining analyst

Tom Hood

IMPLATS

The deepest cut FIN MAR

Impala Platinum (Implats) and Randfontein Estates gold mine showed this week how industrial relations confrontations between management and mineworkers can hit investors right where it hurts.

Impala has put an estimate of R45m on the loss in attributable earnings caused by the mass dismissal of 23 000 workers early in January following a work stoppage. And as a result of labour unrest near Randfontein's Cooke 2 shaft, the mine's recovered grade is expected to drop 17% to 4 g/t in the current quarter to end-March, from 4,8 g/t in the December quarter. Randfontein's management hopes to have underground production back to normal only by the end of the June quarter.

That works out to a potential revenue loss of about R30m for just the March quarter on current gold prices and at the December level of milled production, which is unlikely to be increased this quarter. The bottom-line effect on Randfontein is difficult to calculate at this stage because of tax considerations and the lower working costs of treating material from surface dumps.

Impala Platinum is taking a financial thumping and shareholders will lose out for the second year in a row on the benefits of the boom in the platinum market which, by

contrast, have flowed through to investors in Rustenburg Platinum. In the year to end-June 1985, Impala level-pegged with earnings and dividends at 1984 levels, because of a R59m stock loss incurred on trading in platinum contracts on the New York Commodity Exchange.

The forecast for the 1986 year is for repeat performance, with Impala's official forecast that: "It is unlikely the results for the full year to 30 June 1986 will be significantly better than for the previous financial year."

Full production at Impala is not expected to be reached again until mid-March at the earliest. The platinum refining pipeline is some four to five months long, so the brunt of the lost production will come through in the second half of the year to June.

For that reason Impala has pegged its interim at an unchanged 35c and is holding back 142c in retained earnings, following the jump in interim profits to R101,8m (177c a share) from the R50,2m (87c a share) earned in the six months to December 1984. The R45m loss of attributable earnings amounts to 31% of what the group made in the year to June 1985.

MD Don Ireland will not quantify the loss in terms of physical output. Nor will he comment on estimates in overseas mining journals that Impala could have lost about 300 000 oz of platinum production, which is about 33% of its estimated annual production capacity of between 900 000 and 1m ounces of platinum. Neither Impala nor Rustenburg Platinum disclose production figures.

Ireland says the R45m figure is the best estimate that can be put on the loss at this stage. He says the group is doing all it can to improve the situation and hopes the loss will be less than estimated.

He also declines to specify the numerous steps which Impala is taking. These, however, will probably include going for higher-grade areas and cutting-back on development work to concentrate on production. There is some leeway in trimming the capital expenditure bill, but excessive cuts here could adversely affect the mine's longer-term prospects. Impala was having problems meeting consumer demand before the dismissals and significant capex cuts seem unlikely.

Trading subsidiary Ayrton Metals will buy platinum to meet Impala's contractual commitments so customers will not be affected; but the cost of the purchases will feature prominently in Impala's estimated loss of earnings.

The Impala share price came off only slightly on Tuesday after release of the results. The general reaction from JSE analysts was that anyone with Impala shares should hang on to them rather than sell out, but anyone wanting to buy into platinum shares should go for Rustenburg.

Comments one analyst: "So much has gone wrong with Impala that one wonders what else can and therefore the long-awaited recovery should come about in the 1987 year."

However, this week's announcement by National Union of Mineworkers' leader Cyril Ramaphosa that his union had singled out

the Gencor group, of which Impala is part, for particular attention this year is not exactly good news — depending on how thoroughly Impala weeded out its labour force in the dismissals and selective re-hirings.

Brendan Ryan

Arrests: thousands of miners on strike

F. Post

25/2/80

JOHANNESBURG — Thousands of miners at the Vaal Reefs gold mine in Klerksdorp and at two collieries at Witbank have gone on strike, according to the National Union of Mineworkers

The situation at Vaal Reefs was "extremely tense" after more than 12 000 mineworkers at shafts one, two and five refused to work today. This followed the arrest of eight in connection with the death of four team leaders last week, NUM said.

The rest of the Vaal Reefs miners were "poised to join the strike" and it was likely more than 40 000 workers would be affected there, according to the union.

NUM said an "undisclosed number" of mineworkers at Wolvekrans colliery and more than 1 500 at Goedehoop colliery at Witbank had also gone on strike.

No reason was given for the Wolvekrans action, but NUM said the strike at Goedehoop followed management's dismissal of four shaft stewards.

A spokesman for Anglo American confirmed in Johannesburg that the strike at Vaal Reefs was affecting one, two and five shafts, as well as the gold plant and engineering workshops.

He said "On Tuesday, February 18, four team leaders were brutally murdered and four others seriously injured after being attacked in their rooms at Vaal Reefs number five shaft hostel.

"Management is determined to ensure that the perpetrators of the murders and assaults are brought to justice as quickly as possible.

"In subsequent police investigations eight workers were yesterday detained for questioning (by police).

The work stoppage which began last night apparently resulted from the taking into custody of the eight workers.

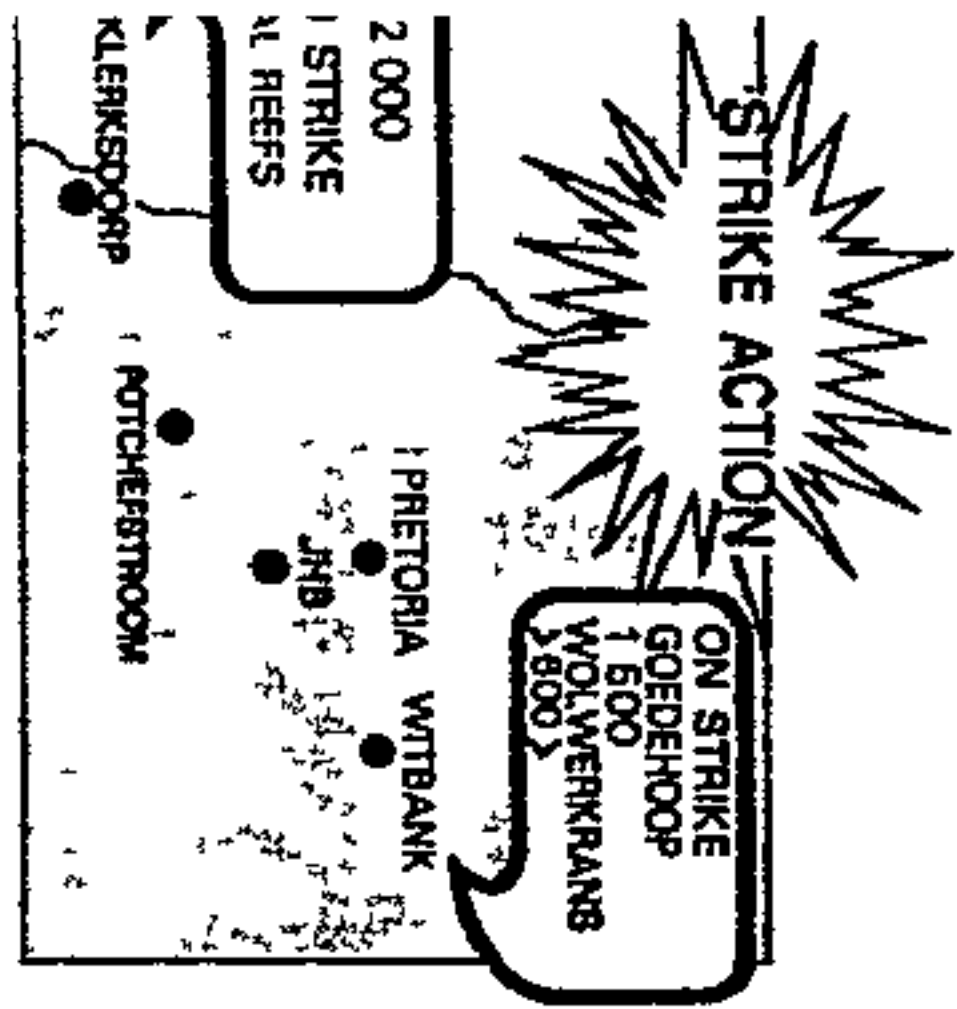
"Management of Vaal Reefs is talking to the workers and the National Union of Mineworkers to bring about a return to work," he said — Sapa

26/2/86 BUS DAY

"THE VITAL VIEWPOINT"

213

Thousands of workers on strike at gold and coal mines



THOUSANDS of miners at Anglo American's Vaal Reefs gold mine near Klerksdorp started a wildcat strike yesterday. The action resulted after police detained eight workers in connection with the slaying of four team leaders at one of the mine hostels recently.

In separate developments near Witbank yesterday, about 1 500 workers at Anglo's Goedehoop colliery and more than 600 at Rand Mines' Wolwekrans colliery also went on strike.

All three strikes were illegal because the disputes had not been brought before

PETER HONEY

a conciliation board, mines spokesmen said yesterday.

The situation at Vaal Reefs was tense after more than 12 000 workers at three of the mine shafts, a gold plant and engineering workshops refused to work yesterday, a spokesman for the National Union of Mineworkers (NUM) said.

Negotiations were under way between Vaal Reefs management and NUM representatives yesterday, but the possibility of the rest of the mine's 40 000 labour

force joining the strike could not be ruled out, the NUM said.

An Anglo spokesman confirmed that detention of the eight workers was the apparent cause of the strike. He said they were being held for questioning in connection with the murder of four team leaders and serious injury of four others.

"Management is talking to the workers and the NUM to bring about a return to work," he said.

The NUM said more than 1 500 workers at Anglo's Goedehoop Colliery near

Witbank were involved in a work stoppage over management's dismissal of four shaft stewards.

It said an undisclosed number of workers at Wolwekrans Colliery, owned by Rand Mines, had also refused to work yesterday. The reasons were not known.

A Rand Mines spokesman said the total Wolwekrans workforce — 400 in the morning shift and 200 in the afternoon shift — had refused to work. The company was waiting yesterday to see if the night shift, of between 100 and 200 workers, would follow suit.

CAPE TOWN 26/2/26

Strike after miners are held

Own Correspondent

JOHANNESBURG — Thousands of miners at Anglo American's Vaal Reefs Gold Mine near Klerksdorp started a wildcat strike yesterday after police detained eight workers in connection with the slaying of four team leaders at one of the mine hostels

In separate developments near Witbank yesterday, about 1 500 workers at Anglo's Goedehoop colliery and more than 600 at Rand Mines' Wolwekrans colliery, also went on strike

All three strikes were illegal because in none of the cases had disputes been brought before a conciliation board, mines spokesmen said yesterday

The situation at Vaal Reefs was "extremely tense" after more than 12 000 workers went on strike in "solidarity action" over the detention by police of eight shaft stewards on Monday, a spokesman for the National Union of Mineworkers said

'Brutal'

An Anglo American spokesman said the detained workers were being held for questioning in connection with the "brutal murder" of four team leaders and serious injury of four others who were attacked in their rooms at Vaal Reefs number five shaft hostel on February 18

A NUM spokesman said the Goedehoop miners were striking over management's dismissal of four shaft stewards

The reason for the Wolwekrans strike could not be established

1986

Mines tense as thousands go on wildcat strikes

Mercury Correspondent

JOHANNESBURG—Thousands of miners at Anglo American's Vaal Reefs Gold Mine, near Klerksdorp, started a wildcat strike yesterday after police detained eight workers in connection with the slaying of four team leaders at one of the mine hostels recently.

In separate developments near Witbank yesterday, about 1 500 workers at Anglo's Goedehoop Colliery and more than 600 at Wolwekrans Colliery belonging to Rand Mines also went on strike

All three strikes were illegal because disputes had not been brought before a conciliation board, mines spokesmen said yesterday

The situation at Vaal

Reefs was 'extremely tense' after more than 12 000 workers at three of the nine shafts, a gold plant and engineering workshops refused to work, a spokesman for the National Union of Mineworkers said

Negotiations were underway between the Vaal Reefs management and NUM representatives

An Anglo American spokesman yesterday confirmed that the strike was

affecting one, two and five shafts, as well as a gold plant and engineering workshops, but said it was too early to assess the production loss

He confirmed that the apparent cause had been the detention of the eight workers

The workers were being held for questioning in connection with the deaths of four team leaders and the serious injuries inflicted on four others who were attacked in their rooms at Vaal Reefs number five shaft hostel on February 18

'Management is determined to ensure that the perpetrators of the slayings and assaults are brought to justice as quickly as possible.'

A detective at the Orkney CID office, which is handling the investigation, said yesterday he did not know if any of the detained workers had been charged

Mercury 24/2/86

MINERS

STRIKE

SOKETAN 26/2/86 (213) (S)

THOUSANDS of miners at the Vaal Reefs goldmine in Klerksdorp and at two collieries in Witbank have gone on strike, according to the National Union of Mineworkers.

The situation at Vaal Reefs was "extremely tense" after more than 12 000 mineworkers at shafts one, two and five refused to work yesterday, after the arrest of eight colleagues in connection with the death of four team leaders last week, NUM said.

The rest of the Vaal Reefs miners were "poised to join the strike" and it was likely over 40 000 workers would be affected there, according to the union.

NUM said an "undisclosed number" of mineworkers at Wolvekrans colliery and more than 1 500 at Goedehoop colliery at Witbank had also gone on strike.

No reason was given for the Wolvekrans action, but NUM said the

SAPA

strike at Goedehoop followed management's dismissal of four shaft stewards.

A spokesman for Anglo American confirmed in Johannesburg that the strike at Vaal Reefs was affecting one, two and five shafts, as well as the gold plant and engineering workshops.

He told Sapa "On Tuesday, February 18, four team leaders were brutally murdered and four others seriously injured after being attacked in their rooms at Vaal Reefs number five shaft hostel.

12 000 out at Vaal Reefs

"Management is determined to ensure that the perpetrators of the murders and assaults are brought to justice as quickly as possible.

"In subsequent police investigation's eight workers were yesterday detained for questioning (by police).

"The work stoppage which began last night (Monday) apparently resulted from the taking

into custody of the eight workers.

"Management of Vaal Reefs is talking to the workers and the National Union of Mineworkers to bring about a return to work, and expects their full assistance in the investigation."

The Anglo spokesman added that "head office is aware of a work stoppage at the Goedehoop colliery in Witbank", but said it had not received details.

The colliery management was trying to establish the reasons for the stoppage so that they could resolve difficulties and "have the men return to work as soon as possible".

Spokesman for Rand Mines, owners of the Wolvekrans colliery, were not immediately available for comment.

Spreading mine strikes could bring out 42 000

213
STAR
26/2/86

Staff Reporters

Strikes involving more than 17 100 black miners broke out at a gold mine and at two collieries yesterday and it is feared that the number of strikers could rise to 42 000 today

The biggest strike started at Anglo American's Vaal Reefs gold mine, near Klerksdorp, on Monday night. By last night at least 15 000 miners were on strike at three shafts, at the mine's gold plant and at the engineering works

A further 25 000 miners are poised to down tools today

The strikes were sparked by the arrest of eight miners on Monday and by more arrests

yesterday in connection with the recent killing of four team leaders

Management yesterday held urgent talks with the National Union of Mineworkers (NUM). Talks will continue today

The NUM said the entire Vaal Reefs workforce (a total of 40 000) was poised to strike if no satisfactory solution was reached. Workers are demanding the release of their colleagues

Today police could not confirm the total number of people arrested but said those in custody would appear in the Stilfontein Magistrate's Court tomorrow in connection with allegations of murder

The situation at the mine was described as tense but peaceful

An Anglo spokesman said "On Tuesday February 18, four team leaders were brutally murdered and four others seriously injured after being attacked at the Number 5 Shaft hostel

"Management is determined to ensure that the perpetrators of the murders and assaults are brought to justice as quickly as possible

"The work stoppage is affecting the numbers 1, 2 and 5 shafts as well as the gold plant and engineering workshops"

He said the company was not contemplating dismissing the strikers at this stage

In a separate development, more than 1 500 NUM members went on strike at Anglo American's Goedehoop colliery in Witbank yesterday

The NUM said the strike was caused by the dismissal of four shaft stewards

At Rand Mines' Wolwekrans colliery in Witbank about 600 workers went on strike. Reasons for the strike are not yet known

DISPATCH 26/2/8
13 000 miners go
on wildcat strike

Dispatch Correspondent
JOHANNESBURG —
Thousands of miners at
Anglo American's Vaal
Reefs Gold Mine near
Klerksdorp started a
wildcat strike yesterday
after police detained
eight workers in connec-
tion with the slaying of
four team leaders at one
of the mine hostels re-
cently

In separate develop-
ments near Witbank
yesterday, about 1500
workers at Anglo's
Goedehoop colliery and
more than 600 at Rand
Mines' Wolwekrans col-
liery, also went on
strike

All three strikes were
illegal because in nei-
ther case had disputes
been brought before a
conciliation board,
mines spokesmen said
yesterday.

The situation at Vaal
Reefs was "extremely
tense" after more than
12 000 workers at three
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spokesman for the
National Union of Mine-
workers (NUM) said

Negotiations were
underway between the
Vaal Reefs management
and NUM representa-
tives yesterday, but the
possibility of the rest of
the mine's 40 000 labour
force joining the strike
"could not be ruled out,"
the spokesman said

He described it as "a
solidarity action" over
the detention by police of
eight shaft stewards on
Monday

An Anglo American
spokesman confirmed
yesterday that the strike
was affecting One, Two
and Five shafts, as well
as a gold plant and en-
gineering workshops,
but said it was too early
to assess the production
loss

He confirmed that the
detention of the eight
workers was the appa-
rent cause of the strike

He said they were
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ing in connection with
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ed in their rooms at Vaal
Reefs Number 5 shaft
hostel on February 18

"Management is deter-
mined to ensure that the
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A detective at the
Orkney CID office, which
is handling the inves-
tigation, said yesterday
that he did not know if
any of the detained
workers had been
charged

The Anglo spokesman
also confirmed the work
stoppage at the corpora-
tion's Goedehoop Col-
liery near Witbank

Strike action at Vaal Reefs mine spreads

2/2/86

BUS DAY

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THELMA TUCH

PRODUCTION at another two shafts at Vaal Reefs gold mine, near Klerksdorp, came to a standstill yesterday when more workers joined the strike by about 19 000 miners.

Workers are demanding the unconditional release of nine colleagues arrested earlier this week in connection with the killing of four team leaders at one of the mine hostels on February 18.

They will appear today in Orkney Magistrate's Court, Chief Public Prosecutor J Swanepoel has confirmed.

Workers from five of the mine's nine shafts (1,2,4,5 and 7) are on strike and. This could spread to the remaining shafts to affect 40 000 workers.

"The situation is extremely volatile," a spokesman for the National Union of Mineworkers (NUM), Marcel Golding, said yesterday. He said mass meetings with workers were being held.

Some workers returned to No 1 and 2 shafts yesterday, but there was no production, he said.

He said NUM had presented worker demands — the release of the arrested workers (now believed to be 10) — to management.

Chief executive officer of Anglo's gold & uranium division Peter Gush, said at a Press conference yesterday management was determined to see the law observed and that those in custody be either charged or released.

2-day mine strike cost Anglo R5-m

Thousands of striking miners at the Vaal Reefs gold mine near Klerksdorp returned to work last night and this morning, ending a two-day work stoppage which cost the Anglo American Corporation an estimated R5 million, a corporation spokesman said today

While the National Union of Mineworkers (NUM) put the number of strikers at 19 000, Anglo American said the figure was about 12 500

The company spokesman said the strike ended after all-day talks yesterday between management and the NUM. He said that although the workers had agreed to return, there was no agreement on the demands of the workers. No ultimatum had been issued to strikers to return to work.

The strike was sparked by the arrest of nine people at Vaal Reefs in connection with the killing of four team leaders at their hostels on February 18. Workers demanded the unconditional release of their colleagues.

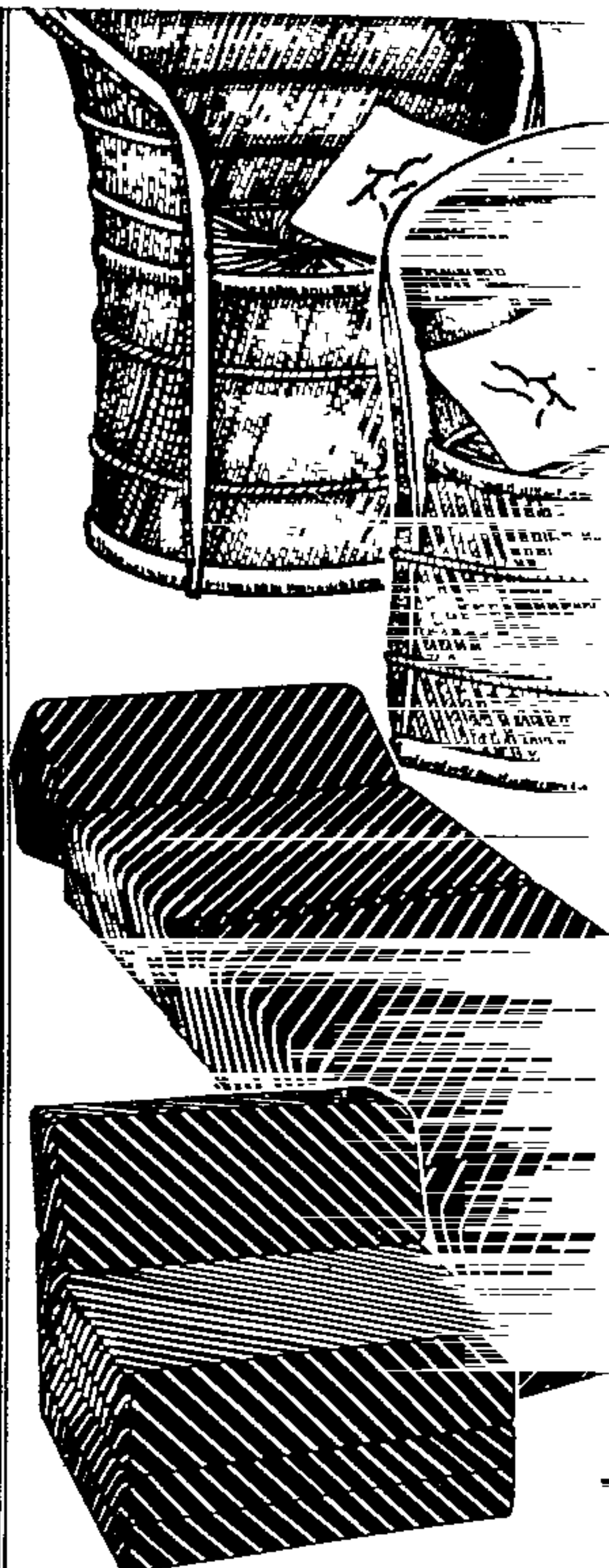
Those arrested were expected to appear in court today.

Vaal Reefs management described the strike action as "an ill-judged and morally indefensible attempt to interfere with the course of justice"

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in

Cape Times 27/2/86

19 000 miners now on strike over arrests

Own Correspondent

JOHANNESBURG — Production at another two shafts at the Vaal Reefs gold mine near Klerksdorp came to a standstill yesterday as more workers joined the strike which now affects about 19 000 miners

They are demanding the unconditional release of nine colleagues arrested this week in connection with the killing of four team leaders at one of the mine hostels on February 18

The nine will appear today in Orkney Magistrate's Court, the chief public prosecutor, Mr J Swanepoel, said

Workers from five of the mine's nine shafts (numbers 1, 2, 4, 5 and 7) are on strike and this could spread to the remaining shafts to affect 40 000 workers.

Yesterday some workers returned to shafts one and two but production has not taken place, according to a National Union of Mineworkers spokesman

He said the NUM had presented the

workers' demand — the release of the arrested workers, now believed to be 10 — to management

The chief executive officer of Anglo's Gold and Uranium Division, Mr Peter Gush, said at a press conference yesterday that management was determined to see the due course of law followed — that those in custody either be charged or released

Management, he said, had continued to meet the NUM in an attempt to persuade workers to return to work.

The eastern division of the mine (shafts 1, 2 and 5) was responsible for up to 40 percent of the mine's production and in two days Vaal Reefs had lost about R5m, Mr Gush said

● Striking workers at Anglo Goedehoop and Rand Mines' Wolwekrans collieries near Witbank returned to work yesterday, according to spokesmen for the collieries

The NUM said the return came after the managements agreed to investigate worker grievances

Plattenberg Bay Fine and

19 000 now out — Num

WORKERS at shafts four and seven of the west division of Vaal Reefs Gold mine in Klerksdorp have joined the strike, the National Union of Mineworkers said yesterday.

"In total five shafts of the Vaal Reefs complex are now on strike, including shafts one, two and five. The total workforce on strike is about 19 000. A few workers have returned at shafts one and two, but production has not taken place," a Num statement said.

"To date mass meetings with the workers have been held at shafts one, two and five," the statement added.

"The union shaft stewards and represen-

atives, acting on the mandate of these meetings, presented the workers' demand to management, namely, the release of the workers who were arrested, now believed to be 10."

Num said a meeting was planned with management late this afternoon to try and resolve the dispute.

"There is no intimidation on the part of union members at the mine. The situation is extremely tense and mine security is patrolling the area."

At Goedehoop and Wolvekrans collieries striking workers had returned, Num said.

The return came after the managements agreed to investigate worker grievances, Num said.

Argus 27/2/86
**19 000 miners
at Vaal Reefs
go back to work**

The Argus Correspondent

JOHANNESBURG — About 19 000 striking miners at Vaal Reefs gold mine near Klerksdorp have returned to work

The two-day stoppage cost the Anglo American Corporation about R5-million, a corporation spokesman said today

The strike ended after talks between management and the National Union of Mineworkers yesterday. There was no agreement on the demands.

Miners went on strike after eight colleagues were arrested in connection with the killing of four team leaders at the Shaft 5 hostels last Tuesday

A NUM spokesman said two more workers were taken into custody yesterday

The arrested miners were to appear in Stilfontein Magistrate's Court today on charges of murder.

MINE STRIKE UNRESOLVED

SOWETAN Correspondent

FURTHER negotiations between the National Union of Mineworkers and the management of Anglo American failed to resolve the strike by over 20 000 black miners at Vaal Reefs goldmine near Klerksdorp yesterday.

The situation was tense at the mine — one of the biggest producers of gold in the world — as the strike continued.

The strike action at Klerksdorp started after police detained nine workers in connection with the killing of four team leaders at one of the mine hostels recently.

The striking workers demand the release of the eight people being questioned by the police about the killings. Mr Pretorius however said management was determined to see the law take its course.

"Those currently in custody will either be

charged or released. Management will do nothing to obstruct the police investigation, nor should the union or employees seek to do so," Mr Pretorius said.

He added: "Management cannot accept the demand that those held for questioning be released. We will act firmly against all cases of intimidation."

Meanwhile more than 1 500 workers at Anglo's Goedehoop Colliery near Witbank, who went on strike over the dismissal of colleagues, have returned to work, management announced yesterday.

• In a separate mine — Wolwekraans Colliery near Witbank, more than 600 workers, who went on strike demanding the dismissal of a manager, have returned to work.

Vaal Reefs still tense

• More than 350 members of the South African Chemical Workers Union employed at Plascon Paints in Lui-paardsvlei yesterday went on strike over the dismissal of a co-worker. Management has confirmed the strike.

• About 90 members of SACWU at Polycel Company in Alrode are



CYRIL RAMAPHOSA...
miners' leader.

on strike. They demand the reinstatement of a dismissed co-worker. Management has confirmed the strike.

• About 160 members of the South African Allied Workers Union (Saawu) at Nampak Tissue (Transvaal) were yesterday dismissed after going on an "illegal strike", according to a statement from the company.

The workers were demanding a wage increase amounting to 53 percent and a deadlock was reached after negotiations were referred to mediation in terms of an agreed procedure, the company said.

DISPATCH 27/2/86

More miners join strike, says NUM

JOHANNESBURG — Workers at shafts four and seven of the west division of Vaal Reefs gold mine in Klerksdorp have joined the strike, the National Union of Mineworkers said yesterday.

"The total workforce on strike is about 19 000. A few workers have returned at shafts one and two, but production has not taken place," a NUM statement said.

"The union's representatives presented the workers' demand to management, namely, the release of the workers who were arrested, now believed to be 10." NUM said a meeting was planned with management late yesterday afternoon to try and resolve the dispute.

A spokesman for Anglo American said that as far as management was concerned the figure of 12 500 miners on strike at Vaal Reefs still applied.

The spokesman said that shaft 7 mentioned by NUM as being out on strike could not apply to the day shift. It must mean that NUM is anticipating that the night shift would come out on strike, but as they only started at 6 30 pm management would not have any knowledge of this until after that time.

Anglo made it clear that they had no intention of acceding to the demand for the unconditional release of nine people who have been taken into custody for questioning following

the killing of four employees and the injuring of four others at the mine on February 18.

In a statement, Anglo said management was determined to see that the due course of law was followed. Those currently in custody would either be charged or released. — Sapa

Vaal Reefs miners refused bail

A STILFONTEIN magistrate yesterday refused bail to five Vaal Reefs mine employees charged with public violence.

He said they would interfere with witnesses at the mine where the situation was already "explosive".

Appearing before Mr C W Steyn were migrant labourers Mr Tyelovuyo Mgedezi (28), Mr Solomon Nongwathi (38), Mr Tsietsi Tshelana (38), Mr Siphwe Mbalomdaka (28) and Mr Joseph Thoo (26), all of Shaft 5 hostel, Vaal Reefs.

They were arrested on Monday after unrest on the mine which left four other employees dead.

The prosecutor, Mr H C Raath, said it was likely the five would later be charged with murder.

For the defence, Mr M Wacks submitted that the men — all Transkeians except for Mr Thoo, who is from Lesotho — would surrender their passports, pay R1 500 bail each and stand trial.

He said Mr Mgedezi, a clerk, Mr Nongwathi, a team leader, Mr Tshelana, a winch driver, Mr Mbalomdaka, a shift boss and Mr Thoo, a locodriver, had all been employed at the mine for "considerable years".

"If these men are not let out on bail, they will remain in custody for longer than until March 20 — the postponement date — because the trial will not even start at that hearing," said Mr Wacks.

28/2/88 SKW/TAW



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Five mine employees refused bail

Staff Reporter

STILFONTEIN — A magistrate yesterday refused bail to five Vaal Reefs mine employees charged with public violence.

Mr C W. Steyn said they would interfere with witnesses at the mine where the situation was already "explosive".

Appearing in court were migrant labourers Mr Tyelovuyo Mgedezi (28), Mr Solomon Nongwathi (38), Mr Tsietsi Tshehlana (38), Mr S I Phiwe Mbalomdaka (28) and Mr Joseph Thoo (26), all of Shaft 5 Hostel, Vaal Reefs.

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For the defence, Mr M Wacks submitted that the men — all Transkeians except for Mr Thoo, who is from Lesotho — would surrender their passports, pay R1 500 bail each and stand trial.

Four other men, arrested with the five, were released by police before the court appearance.

The hearing was postponed until March 20.

19 000 miners BUS DAY 213 back at work

28/2/86
THELMA TUCH
THE 19 000 workers on strike at the Vaal Reefs Gold Mine heeded the advice of the National Union of Mineworkers (NUM) and resumed work yesterday, a NUM spokesman said.

Striking workers were demanding the unconditional release of nine of their colleagues — arrested earlier this week in connection with the deaths of four Vaal Reefs team leaders.

Workers from five of the mine's nine shafts refused to go underground and the strike was poised to spread to the remaining shafts to affect a workforce of 40 000.

NUM had advised workers that the dispute could only be resolved once they returned to work. The return demonstrated the extent to which miners supported the union, said NUM spokesman Marcel Golding.

● See Page 6

CASE TRIPS 25/1/86 (213) 213

76 'charmed' miners appear in court

JOHANNESBURG. — Seventy-six miners — all bearing "vaccination" marks which when smeared with "magic muti" were meant to make them invulnerable to police gunfire — yesterday appeared before a Westonia magistrate following a clash between miners and police in Westonia on Tuesday night

All 76 were charged with public violence but were not asked to plead

The hearing was postponed until February 5 and the miners were remanded in custody

They will be tried with another 11 miners, who appeared in the same court on Wednesday on provisional charges of murder and public violence

Their appearance follows an intensive investigation by police into the deaths of two policemen and nine miners near Bekkersdal this

week

The policemen were attacked by a crowd on Tuesday when they went to investigate a suspected illegal gathering. The crowd apparently believed they had been made invulnerable to police bullets by a witch-doctor's "magic potion".

● A joint military funeral for Sergeant Dan Pretorius and Constable Frikkie Koekemoer, the two policemen killed on Tuesday, was held in

Krugersdorp yesterday. **GEOFFREY ALLEN** reports that hundreds of people crowded inside and outside the Ned Geref Kerk building

The coffins, on which lay the national flag and the men's caps, were placed at the entrance to the church

The SAP Band played as the coffins were taken to the cemetery.

Miss Ilse Steyn wept at the cemetery as she waited for her former boy-

friend, Sergeant Pretorius, to be buried. Miss Steyn is the daughter of Colonel Colin Steyn, who heads the Reef CID

And 18-year-old Mrs Ria Koekemoer, who is seven months pregnant, sobbed at the graveside as a lone bugler sounded the Last Post

Media representatives attended the funeral and television crews jostled for the best position — Sapa

Cape Times 25/1/86

JCI fire 800 after clashes on mine

Own Correspondent
JOHANNESBURG —
More than 800 miners
were fired from Johan-
nesburg Consolidated
Investments' Randfon-
tein Estates gold mine
on the West Rand yester-
day, according to a
spokesman for the
National Union of
Mineworkers (NUM)

Randfontein Estates
was the scene of violent
clashes this week when
11 people were killed.
Among them were nine
miners and two white
riot policemen

The spokesman said
workers were being
bussed out on the basis
of injuries

In a statement last
night, JCI confirmed that
a "significant" number
of workers had been dis-
missed

"This action was taken
where management had
clear evidence that
those dismissed were in-
volved either in the inci-
dent which resulted in
the deaths of two police-
men on Tuesday or were
those who intended to
create further unrest
close to or at the mine"

The NUM said they
had 8 000 members on
the mine and that JCI
was firing people to un-
dermine their represen-
tativity before talks
leading to recognition

It said JCI could have
avoided the deaths by al-
lowing workers to hold a
union meeting on mine
property instead of out-
side it

JCI dismissed both al-
legations

● 76 miners in court,
page 2

Eleven in dock after cops' death



CITY P
26/1/80

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CP Reporter
ELEVEN people were charged on Wednesday in the Westonia Magistrate's Court with the murder of the two cops who were killed during the clashes between mineworkers and cops in Bekkersdal on Tuesday evening. They were not asked to plead and the case was postponed indefinitely. The cops killed on Tuesday are Sergeant D Pretorius, 25, of Westonia and Constable F Koekmoer, 28, of Luipaardsvlei.

Seven miners were also shot dead and 40 others injured during the clashes. At least 250 people have been held for interrogation after the clashes and cops say they have also arrested two people with an AK-47 rifle and six handgrenades in a roadblock manned after the trouble started on Tuesday afternoon when a group of mineworkers from the Randfontein Estates Cooke 2 gathered near the Bekkersdal library for a NUM meeting.

Four cops, among them Pretorius and Koekmoer, allegedly arrived and told the more than 500 workers to disperse. According to an eyewitness, the crowd allegedly attacked them when they fired teargas into the crowd. Both cops were killed and their pistols and shotguns allegedly removed by the group.

Police reinforcements arrived soon afterwards. During the clashes that continued, seven miners were shot by police and 40 others wounded. On Wednesday morning the township was besieged by cops and the SADF who conducted house-to-house searches. The township was sealed off and people were prevented from going to work.

During the raids, 21 men were arrested and more arrests were expected as soldiers were looking for men who had "razor marks", allegedly inflicted by an inyanga to turn police bullets into water. At the entrance to the township, all men were ordered by soldiers to turn their shirts during the search. SACC field worker Joe Seremane who was at the scene during the raids - said he saw people being stripped naked in the streets and frisked. "People were taken out of their beds and searched," he said. Johannesburg Consolidated Investment - told City Press that a combined police and defense force contingent entered Bekkersdal as a result of the ensuing clash between security forces and the miners. Six miners were killed, 15 injured and 80 detained by police, they said.

Mine still probing clash

Mine management investigations continued at the weekend into last week's bloody clash just outside the Randfontein Estates Gold Mine in Westonia.

The mine had dismissed several hundred workers and was expected to release the final number of those dismissed later today, said Johannesburg Consolidated Investments' human resources general manager Mr J J Nel.

The dismissals followed a clash between police and about 500 miners just outside mine property on Tuesday. Nine people, including two policemen, were killed.

ARRESTED

Even though police have arrested several people in connection with the incident and 11 men have appeared in court, the mine has dismissed "a significant number of employees and bused them home".

"This action was taken where management had clear evidence that those dismissed were involved either in the incident which resulted in the death of two policemen or were those who intended to create further unrest close to or at the mine," the mine said.

The National Union of Mineworkers (NUM) is considering taking legal action against the mine and claims that hundreds of miners were forced from their hostels, assaulted and bused home.

Workers were hounded out of the hostels by mine security. At least four shop stewards were injured and two had to be hospitalised. NUM press officer, Mr Marcel Golding, said.

MANDELA'S RELEASE

Suddenly, a Reagan option

A new initiative to facilitate the release of African National Congress (ANC) leader, Nelson Mandela, has been discussed at a senior level in government. While still in an embryonic stage, one of the key elements in the plan is direct involvement by US President Ronald Reagan — although he may not yet know it.

Furthermore, a remark by Mandela's daughter, Zenani Dlamini — who this week told reporters "I believe he (Mandela) soon will be released unconditionally" — would appear to support the belief that a new plan is afoot to free the world's most famous political prisoner.

National Party sources said this week that while there had been no apparent change in President P W Botha's insistence that Mandela renounce violence before his release, other strategies — for example linking his release to political and economic gains for government — could not be ruled out.

It is possible the plan was discussed with US Assistant Secretary of State for African Affairs, Chester Crocker, when he was in Cape Town for talks with government leaders earlier this month.

Details of what has been discussed so far are sketchy, but are believed to centre on the release of Mandela as a means to relieve foreign economic pressure — particularly in the US — and to boost SA's image internationally. It is hoped that if the new initiative succeeds, it will lead to foreign banks agreeing to renew loan facilities to SA and quieten some of government's critics.

Some members of the Cabinet are known to view the lack of foreign funds flowing into the country as the most serious crisis facing SA in the short term — and are concerned that unless the situation is rectified soon, the country could face unprecedented economic problems later this year. They regard Mandela's release as a possible key to reopening foreign capital markets.

Reagan's link to the plan appears to involve asking him to personally intervene. He would request Mandela's release and offer economic concessions in return. This would, in a way, let Botha off the hook on the issue of requiring Mandela to commit himself to non-violence before granting him freedom, and also allow Reagan to justify giving the go-ahead for what would be a much-needed economic fillip for SA.

Reagan is known to be basically opposed to punitive economic measures against SA. It is understood there is a difference of opinion in the Cabinet on releasing Mandela. Some ministers apparently believe he should be released unconditionally — mainly to burst the bubble of symbolism that has formed around the jailed leader. The Cabinet accepts, however, that Botha cannot back down on his demand for a commitment to non-violence without good reason.

Reagan's involvement and the linking of Mandela's release to economic and political rewards would allow Botha to back down without losing too much face. It is apparent-

ly believed by some senior Nationalists that once the euphoria of his release has subsided, Mandela will leave the country to join ANC leaders in exile to rally support for the organisation around the world.

Mandela's release has clearly become one of government's major problems. Not only has his continued imprisonment generated massive adverse publicity inter-

nationally, but his stature as a black nationalist leader has grown enormously in the past year both at home and abroad.

Government also faces the risk of Mandela dying in jail, which could spark even worse violence than is now being experienced in black areas.

□ In an interview with the *FM* earlier this month, Progressive Federal Party leader Frederik van Zyl Slabbert said that Mandela's release must be linked to a package of far-reaching political reforms. ■



Reagan

MINE LABOUR 213 FM

After Bekkersdal 31/1/86

The process of bringing to justice those responsible for the murder of two policemen in Bekkersdal township last week is underway. From an industrial relations viewpoint, the focus of the incident now centres on the dismissal of over 500 workers from Randfontein Estates Gold Mine which followed it.

In all, 13 people died in the fracas that occurred just outside mine property when Sergeant Dan Pretorius and Constable Frikkie Koekemoer attempted to break up a meeting of workers from the mine's Number 2 Cooke shaft. The other dead included

workers and township residents. According to the police, 97 people have been charged. The main charge is murder.

Johannesburg Consolidated Investments (JCI), owners of the mine, has stated that the incident is a matter of utmost concern and regret to management. The company says action was taken against 571 workers where management had clear evidence of their involvement in the incident, or of their intention to create further unrest at or near the mine. The dismissals took place after standard mine disciplinary inquiries had been held, says JCI.

However, the National Union of Mine-workers (NUM), which claims it has 8 500 members at the mine and is on the brink of applying for recognition, disputes JCI's statement. NUM press officer Marcel Golding says the union believes many more than 571 workers were dismissed and adds that they were not given an adequate hearing. The NUM has accused management of using the incident to weed out union activists.

The NUM further questions why JCI has taken action against workers for an incident which took place off mine property. It also questions why so many workers were dismissed when charges have been laid against less than 100. The union is studying its legal options.

The Bekkersdal incident took place against a background of labour unrest at Randfontein Estates. This included a strike early in December over worker demands regarding security of re-employment. Talks between the union and JCI on these and other issues are continuing. ■

BISHOP TUTU

Blowing hot and cold

The Anglican Bishop of Johannesburg, Bishop Desmond Tutu, said after his return from America this week that he supported the African National Congress (ANC) in its "objectives of working for a non-racial, democratic and just society — but not its methods."

The bishop, who was recently made the first recipient of the Martin Luther King Non-violent Peace award, flew home to a great deal of anxiety over his stated support of the banned organisation during his popular US tour. Tutu's standpoint was that he rejected violence as evil — both the violence of a repressive system and the violence of those who seek to overthrow it.

"In fact," he said, "by rejecting violence I hold the conservative position in the church."

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The church's teaching is that there can come a time when it will be justifiable to overthrow an unjust government by violence. That's not my position, it's the position that the church has taught through its doctrine of the just war. Otherwise, there would be no justification for Christians to fight against Hitler and his nazism."

Clarifying his reported remarks about the ANC, he explained "I said I just cannot understand the logic of certain Western governments. The American government supports Contras in Nicaragua and Unita in Angola. We'd like to see the day when they would support the ANC."

Both the ANC and the Pan-Africanist Congress, he added, had initially sought to use non-violent, conventional methods but had been forced to embrace the armed struggle. Tutu said that the primary violence and terrorism in SA came from apartheid and its supporters. He also questioned why it had been right for Afrikaners to have fought for their freedom, but not right for blacks to do so.

"I warned the government in 1980 that unrest in this country is going to be endemic if apartheid is not dismantled and if the issue of political power is not dealt with. No one wants to reform apartheid. We want to see it dismantled before it destroys our country," the bishop said.

There was still a chance, said Tutu, for the political problems of the country to be resolved — if government were to declare that it intends to abolish apartheid, lift the State of Emergency; withdraw troops from the townships, stop forced population removals, release political prisoners, and let exiles return.

Tutu did not consider unrealistic his threat to call for punitive sanctions against SA if government fails to make significant changes to apartheid by March this year. He said all he wanted was for the international community to "help us transform society in SA so that black and white can live together peacefully."

LESOTHO

FM 3/1/86

New men in Maseru

Major General Justin Lekhanya, leader of the January 20 military coup which toppled Chief Leabua Jonathan after 20 years in power, was this week sworn in as Lesotho's Minister of Defence and the Interior.

The country's new, 15-man Council of Ministers, which swore allegiance to the Head of State, King Moshoeshoe II, at the Royal Palace on Monday, contains three senior army men. Among them is the new Minister of Labour and Manpower Development, Colonel Blyth Ramohlaka Ntshohi.

The only member of the Jonathan Cabinet to be reappointed is former Trade and Industry Minister, Evaristus Sekhonyana (Finance), who also served as Foreign Affairs Minister from 1981-1983.

A brother of the king, Chief Lechesa Mathealira, becomes Minister of Co-operatives, Rural Development, Youth, Sports and Women's Affairs.

Two leading opposition figures under the old regime have been appointed to the Cabinet. Bennet Khaketla, author and academic and president of the Royalist-linked Marematlou Freedom Party, which was not a popular force in the land (FM January 24) ironically becomes Minister of Justice and Prisons. Khaketla was detained days before the coup after he and four other opposition figures had visited Pretoria in the wake of the border squeeze crisis.

Leader of the internal breakaway faction of the Basotholand Congress Party (BCP), Moletsane Mokoroane, is Lesotho's new Minister of Trade, Industry and Tourism. Other Cabinet members are Mohamane Masimole Lebotsa (Works), Moeketsi Mackenzie Tiheli (Education and Culture), and Dr Daniel Rakolo Phororo (Agriculture and Marketing).

The conservative Lekhanya seems effectively to have outlawed political parties which he said were responsible for Lesotho's years of turmoil.

Whether the new government will sign a formal pact with Pretoria, similar to those of Swaziland and Mozambique, is not clear. Following the changeover in government, however, Lesotho's new authorities swiftly facilitated the airlift of most ANC-affiliated refugees (about 57) to Lusaka last week. Details of any joint SA-Lesotho monitoring of refugees, SA's main concern, have not yet emerged.

King Moshoeshoe reportedly said after the new Cabinet was sworn in that his country's

foreign policy must be geared towards defending the country's existence as a sovereign, independent and non-aligned member of the community of nations.

SOCIAL WELFARE

(297)

A dubious design

A government working paper proposing a new welfare policy for SA looks set to spark off a major controversy.

The document, entitled "Report on an Investigation into the present Welfare Policy in the Republic of SA," is currently being studied by voluntary welfare organisations. Deadline for comment has been extended to mid-March by the Department of National Health and Population Development.

After comment has been received, the report suggests holding a conference to launch "a modified welfare system as recommended in the report." To what extent the department's proposals will be modified by welfare bodies' submissions remains to be seen. But, as government sees voluntary organisations playing a greater role in providing services, they won't be able to implement the new policy without those bodies' co-operation.

The proposed social welfare policy has been formulated within the framework of the new constitution. It thus proposes the new welfare system be restructured along the lines of "own" (that is, ethnic) and "general" affairs.

Most voluntary organisations will be opposed to this, says Lage Vitus, director of the SA National Council for Mental Health, and chairman of the Federal Council for Rehabilitation of the Disabled (a co-ordinating group for various organisations serving the handicapped).

"(The new plan) entrenches apartheid instead of moving away from it," says Vitus. He explains that most services are segregated at the moment, particularly institutions where people are committed, like children's homes or places for the disabled. But, he adds, we should be trying to break away from this. "Many organisations providing day centre care are already integrating their services, and it would be a retrogressive step to change this."

According to the government report, SA will not be a welfare state and the major thrust will be to get the private sector to provide these services. Government sees its role as an enabling one. Spelt out, this means creating government structures to control and monitor the work of voluntary welfare organisations — more bureaucracy, in other words.

"It just won't work," says Vitus. "They want voluntary organisations to provide the services, but where are we going to get the money? While they've now arranged for tax relief for subsidising sport, there is no such plan for subsidising welfare. And we need fewer bureaucratic boards, not more which will mop up whatever money there is."

QUOTABLE

From *The Daily Telegraph*:

If it ever came to a shooting war over South Africa's blockade of tiny Lesotho, there is no doubt which side would win but I feel the modest commander of the Lesothan forces, Major General Lekhanya would personally acquit himself well.

Visiting the British Army's school of Infantry a few years ago Lekhanya was invited to watch a firing demonstration at Battlesbury Hill. The army's weapon instructors fired at falling plate targets some hundred yards away but failed to knock many of them down.

Prompted by the army's less sparkling performance, his escorting officers pressed him more than once to have a go, expecting him to miss the lot. Eventually, with a great show of reluctance but with a gleam in his eye, Lekhanya loaded his rifle and in a devastating show of marksmanship rapidly knocked down all the remaining plates one by one.

"Yes, a good rifle," Lekhanya laconically told the astonished company.

TODAY
THURSDAY—SATURDAY FEB 6—8

DEFY D

MICROWAVE
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ARGUS 6/2/86 (213) ~~213~~

Faction fights: 3 dead, 76 hurt

The Argus Correspondent

JOHANNESBURG. — Three miners have died and 76 have been injured in faction fights at Anglo American's Western Deep Levels gold mine near Carletonville, where 4 000 workers refused to work yesterday

And at another gold mine, Consolidated Modderfontein in Brakpan, some miners were bussed home after striking in support of two members of the National Union of Mineworkers (NUM) who were dismissed

A spokesman for Anglo American said today the situation at the Western Deep central hostel had been resolved and the night shift reported for duty.

A total of 864 Xhosa and Pondo miners had asked for permission to return to their homes and the management was providing transport for them today

"However, faction fighting broke out at the No 3 hostel about 9.15pm. Two people were killed and 20 injured. This brings the total killed to three and the injured to 76," the spokesman said

"Management, with the assistance of the National Union of Mineworkers (NUM), is attempting to resolve the differences between factions at the No 3 hostel and to persuade the miners to return to work. The situation is tense but under control"

Xhosa and Pondo workers first clashed with Basotho miners at the mine's central hostel about midnight on Tuesday. One man died and 56 were injured. As a result about 4 000 of the 22 000 workers at the mine failed to report for duty yesterday morning

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3 die, 76 hurt in fighting at Western Deep Levels

Three miners have died and a total of 76 have been injured in faction fights at Anglo American's Western Deep Levels gold mine near Carletonville where 4 000 workers refused to work yesterday.

And at another gold mine, Consolidated Modderfontein in Brakpan, a number of miners were bused home after going on strike in solidarity with two members of the National Union of Mineworkers (NUM) who were dismissed.

A spokesman for Anglo American said today that the situation at the Western Deep central hostel had been resolved and the night shift reported for duty last night. A total of 864 Xhosa and Pondo miners had requested permission to return to their homes and management was providing transport for their return today.

FACTION FIGHTING BREAKS OUT

"However at the No 3 hostel faction fighting broke out at about 9.15 pm last night. Two people were killed and 20 injured. This brings the total killed to three and the injured to 76," said the Anglo spokesman.

"Management with the assistance of the National Union of Mineworkers (NUM) is attempting to resolve the differences between factions at the No 3 hostel and to persuade miners to return to work. The situation is tense but under control."

At Consolidated Modderfontein the NUM said 800 workers went on strike during Tuesday night's shift. The strikers were joined by workers on the day shift yesterday morning.

The mine's head office was not able to comment on the dispute and management at the mine could not be contacted last night or this morning.

(2/2)
CAPE TIMES 7/2/86

7 dead in mine faction fighting

JOHANNESBURG — The death toll in a faction fight at the Western Deep Levels gold mine, near Randfontein, has risen to seven with 88 people injured, a spokesman for Anglo American, which administers the mine, said yesterday

In an incident at the number nine hostel on Tuesday one man died and 54 were injured

On Wednesday night a faction fight broke out at the number three hostel which left six people dead and 34 injured

The spokesman said that about 3 500 of the hostel's 4 472 residents had not reported for work on the morning shift yesterday

The reason for the fight was not known, but

mine management was working on resolving the differences between the miners

Meanwhile the situation had returned to normal at the Consolidated Modderfontein Mines after a strike on Tuesday, a company spokesman said yesterday

About 800 miners of the total workforce of 1 200 were involved in the stoppage

Apart from 75 miners who left of their own accord "the workforce returned to normal duties" yesterday

He said the company had been given no reason for the stoppage, but a report in a newspaper said the strike was over the illegal sacking of two members of the National Union of Mineworkers — Sapa.

7 dead, 90 injured in Vaal mine tribal fights

(213)

DISPATCH
7/2/86

JOHANNESBURG — The death toll in a faction fight at the Western Deep levels mine, near Randfontein, has risen to seven with 90 people injured, a spokesman for the Anglo American Corporation, which administers the mine, said yesterday

In an incident at the mine's number nine hostel on Tuesday one man died and 54 were injured. On Wednesday

night a fight between a Xhosa/Pondo faction and Basothos broke out at the number three hostel in which six people died and 34 were injured

The additional dead and injured were found yesterday after management were able to get into the hostel to inspect the damage

The spokesman said about 3 500 of the hostel's 4 472 residents had

not reported for work on the morning shift yesterday

"Mine management with help from the national Union of Mine-workers are attempting to resolve the differences

"The situation at the hostel is quiet but tense," the spokesman said

"We are more concerned about resolving the differences between

the workers than we are about production at this stage," the spokesman said

He added that production was affected by the unrest at the mine but the extent was not known

A group of 864 Xhosas and Pondos from the mine's number nine hostel had left the mine after requesting to be sent home, the spokesman said — Sapa

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KICK OUT their headmaster and return to their school "Oliver Tambo High School" - but apparently don't have the knowledge to spell Tambo's first name.

And, in the heartland of South Africa, Soweto, the situation is little better.

In townships vibrating with chants of "Liberation now, education later", the Soweto Parents' Crisis Committee put up a sterling performance to negotiate a provisional return to school.

Now, with many of their demands - or requests - unmet, the SPCC has urged parents not to pay school fees in State-owned schools. Other stories and developments in black education abound.

Whether the Government likes to hear it or not, black education is in a mess. It is politicised like never before. The De Lange Commission's report eloquently showed this beyond question.

And the tragedy is that even if the Government spends millions on free books for black children, it won't help.

Nor will lofty arguments or expensive newspaper ads. They are not facing this problem squarely.

Are we gradually sliding into the position that we have learnt nothing from history? History has a tendency of repeating itself - because nobody listens.

110 miners in court after cop-killings

By HERMAN LETSIE

ONE HUNDRED and ten miners employed at Randfontein Estates Cook Gold Mines appeared in the Westonaria Magistrates' Court on charges of public violence this week.

Their appearance follows recent violent clashes between miners and cops in Bekkersdal, which resulted in nine deaths, including those of two white cops from the Krugersdorp Riot Unit on January 22.

A bail application on behalf of three of the accused was opposed by the State.

Captain Neville Thoms of the Westonaria police told the court bail should not be granted because investigations into the matter had not yet been completed. He said the three accused had no fixed addresses, and would probably incite other miners if released.

Judgment on the bail application was postponed to February 10. The hearing was postponed to April 10.

Men sacked after strike

MINERS were bused out of Consolidated Modderfontein Gold Mine this week after a strike. The National Union of Mineworkers said the strike was over the dismissal of two union members.

Num claimed the mine was sealed off by troops - Sapa

Unibop may call for boycott

CP Reporter

THE University of Bophuthatswana will reopen for the 1986 semester on Monday - but student sources say there could be "chaos" when it reopens.

Sources say students will demand the unconditional reinstatement of 36 expelled students and five lecturers and administration staff. It is believed students may call for a boycott if their demands are not met.

It is also believed students will seek a declaration of intent from State President Lucas Mangope for the university's total autonomy.

Students say the Government has constantly interfered in university affairs since the campus opened about five years ago.

The 36 students - including the executive members of the SRC - were expelled for their alleged involvement with "political organisations" outside Bophuthatswana and for "threatening national security".

The lecturers and administration personnel were declared "illegal immigrants" and ordered to leave the homeland.

They received letters of expatriation dated December 23 last year and signed by the Secretary of Internal Affairs three weeks ago.

Last year Mangope closed the university for a month after demonstrations against SA Government officials and a boycott of lectures.

★ THE case against the remaining four Maritzburg treason trialists received a setback this week when the defence said the State evidence was "irrelevant".

The accused are Saawu of officials Thozamile Gqweta, Sisa Njikelana, Sam Kikine and Isaac Ngcobo.

The trial continues.

Teachers Union's

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Bail for
3 miners
refused

11/2/86
213
Three of the 112 miners charged with public violence at Randfontein Estates Gold Mine last month — where two policemen and eight miners were killed — were refused bail in the Westonia Magistrate's Court yesterday.

The application was made last week by Advocate R Solomon for three of the first 11 men to be arrested after the clash.

Mr Hannes I. J. van der Merwe, for the State, opposed the application, saying the investigation was still in the "embryo" stage, and the offences were of a serious nature.

Mr J. J. Joubert refused the application and all 112 miners were remanded until April 10 at the West Rand Bureau.

Bus Day. 13/2/86

Court protects miners



CLAIRE PICKARD-CAMBRIDGE

THE Supreme Court has granted a final interdict preventing an assistant hostel manager and an induna at Gencor's Marievale mine near Nigel, from trying to incite mine employees into assaulting or killing union leaders

Justice Richard Goldstone granted the interdict after the assistant hostel manager, Frans Johannes Spamer, and an induna, Owen Impinga, failed to oppose confirmation of the interdict on Tuesday.

On November 13 Justice Gert Coetzee granted an interim order preventing Spamer and Impinga from trying to incite mine employees to cut the tendons of National

Union of Mineworkers leaders or to assault or kill them

A Gencor spokesman said Marievale management would hold disciplinary hearings concerning Spamer and Impinga.

He said the two men had been transferred temporarily from the mine, but could not say where they were.

Gencor gold and uranium CE Bruce Evans said Marievale mine management was not party to the alleged actions of Spamer and Impinga and the two men were no

longer being paid by the mine.

There has been a continuous dispute between NUM and Marievale mine management after a legal wage strike in early September when management dismissed about 800 workers.

After a NUM application, the Industrial Court ordered the mine in November to re-instate temporarily more than 300 NUM members.

Gencor took the case on review to the Supreme Court which upheld the Industrial Court's decision. Minister of Manpower Pietie Du Plessis recently established a conciliation board in an attempt to settle the matter.

Massive upsurge in strikes this month

SOUTH Africa has experienced its most strike-bound January in a decade, reflecting an extraordinary upsurge in worker militancy.

More than 385 000 working days were lost last month due to industrial action, according to strike figures compiled by management labour consultant Andrew Levy.

This is one of the highest monthly rates since 1979, comparing with 5 000 in January last year and the

By PHILLIP VAN NIEKERK

grassroots activity with unions not fully in control of their members," says Levy. "Workers are increasingly striking over issues such as racial incidents, and in many cases are refusing to negotiate."

"This is about to bring forward a very different attitude on the part of management to handling strikes. We're heading back into the jungle."

Apart from the strike at Impala Platinum, which led to the mass firing of 23 000 workers, some of the companies to be hit include Sasko, Coca Cola, OK Bazaars, 3 M, General Tyres, and even, says Levy, the Parys Biltong Factory.

The general secretary of the Congress of South African Trade Unions (Cosatu), Jay Naidoo, said it was impossible to attribute the strike wave to any specific cause but to the racism on the shop floor.

"steadily growing resistance of the workers".

Naidoo said the government's political mismanagement of the economy, for which employers would have to share responsibility, lay at the root of problems on the shop floor.

He said that, in addition, the emergence of Cosatu was steadily politicising the work force and, more specifically, workers were opposing racism on the shop floor.

WEEKLY MAIL

(213) 10/11/86

Sacked Bop miners start long trek home

By PHILLIP VAN NIEKERK

MORE than 90 buses stood empty yesterday at the Impala Platinum Mine in Bophuthatswana, destinations chalked on their front windscreens, as drivers waited to load the last of several thousand workers sacked from the mine at the weekend.

There was a mood of gloom in the near-empty hostels — the evacuation operation started on Tuesday — as men carried their few possessions out in bundles and tatty suitcases.

The mine was crawling with police with teargas cannisters strapped to their belts. A green Toyota truck adapted into an armoured vehicle, a miniature Casspir with gunholes in the back, cruised up and down.

Meanwhile, nearly 50 miners were released on R100 bail yesterday afternoon, days after being detained by mine security and handed over to the Bophuthatswana authorities.

They were among the 23 000 workers dismissed from the mine after taking strike action over a number of issues, including wages, working conditions and the right to join a union of their choice.

The entire workforce at three sections of the mine — Wildebeesfontein North and South, and Bafokeng South — was sacked, along with 3 000 workers from Bafokeng North.

The National Union of Mineworkers (NUM) claimed those detained were mostly "victimised activists".

A representative of the prosecutor's office at the Mogwassie Regional Court said yesterday he did not know what the workers had been charged with but that their case had been remanded to February 10.

Worker leaders interviewed this week claimed they had been "chased" from the mine with teargas, rubber bullets and dogs.

The NUM said 27 workers had been injured in clashes with mine police, but management has denied the figure is so high.

Yesterday the last of the workers were on their way back to the homelands and neighbouring states. Some were bound for destinations as far afield as Malawi, Mozambique, Lesotho and the Transkei.

Workers tied their belongings to the roofs of the buses and gathered in groups to have last chats with their colleagues before setting off on the long trek home.

Mini-van taxi operators appear to have made a small fortune out of the dismissals — plying the small villages of Bophuthatswana, returning local workers to their homes.

Surprisingly, there was no bitterness among the workers approached. Their mood was rather sombre — and they were unbowed by the dismissal, insisting that they had done the only thing they could in the circumstances.

A party of journalists found at one of the hostels was threatened with arrest for trespassing and was accompanied off the premises by mine police.

The mine policeman standing at the entrance to the hostel at Bafokeng South was coordinating the buses for the various ethnic groups — a massive task.

● See story, page 5

Gencor: Cosatu threatens action

SOWKJETAN ~~15/11/86~~ 013

THE Congress of South African Trade Unions (Cosatu) has warned of concerted action against Gencor and all its subsidiaries if the 20 000 strikers at Impala Platinum mine are not reinstated immediately.

Cosatu's assistant general secretary Mr Sydney Mafumadi said they were calling on all their affiliates and other organisations to pressurise Gencor which controls the Impala Platinum Mine to reinstate the workers

This decision was taken by all Transvaal Cosatu affiliates, including the National Union of Mineworkers (NUM), at a meeting in

Johannesburg on Monday night

Gencor dismissed the 20 000 miners on the Impala Platinum mine in Bophuthatswana last week. The workers had been on strike over working conditions, wages and the recognition of the NUM

Hiding

The acting chief executive officer of the company Mr Gary Maude said they were recruiting new workers. He was not aware of the intended action by the unions

Mr Mafumadi said they were compiling a list of all companies that have dealings with Gen-

cor. They were going to brief all their affiliates in the country to take solidarity actions against the company

He said "The Gencor group is clearly hiding behind Bophuthatswana's apartheid laws which are designed to give sanctuary to the treacherous Bophuthatswana National Union of Mine Employees and to undermine NUM"

He reiterated Cosatu's commitment to a unitary South Africa based on the principle of one person, one vote, adding "anybody who stands on our way should be prepared to pay the price"

Gencor recruits

THE management of the Gencor-controlled Impala Platinum mine in Bophuthatswana has started recruiting new workers to replace 2000 miners fired last week after going on strike over several issues.

The replacement of the workers takes place despite a threat by the Bophuthatswana National Union of Mine Employees (Bonume) to apply for a court interdict for reinstating the dismissed workers.

However, the acting chief executive of Impala, Mr Gary Maude said he was not aware of the intended court action.

Bonume claims that workers were unfairly dismissed because they were intimidated by the National Union of Mineworkers. But NUM has denied these claims asserting that Bonume is a "non-militant sweetheart union" which management preferred to deal with.

The Building and Construction Workers Union (BCWU) is to take the management of Agrob to the Industrial Court following the dismissal of 22 workers who went on strike over wages and trade union rights.

The union has claimed that management selectively re-employed some of the workers and refused to re-engage others. This practice was unfair, Management said it was not aware of the court action.

The sub-committee formed by Cusa and the Azaman Confederation of Trade Unions (Azactu) is to meet this month to examine common ground for a future working relationship, according to union sources.

WORKERS' DIARY — BY JOSHUA RABOROKO

Workshop

The union has claimed that management selectively re-employed some of the workers and re-

Cusa

(Mwasa) Mr Joe Thlole

The Council of Unions of South Africa (Cusa) is to hold its annual conference at a venue to be announced on July 5-6.

Cusa has come out in full support of the Community Support Committee's campaign against the Johannesburg Centenary celebrations

The crucial talks between Fraser Commission Stores management and the NUM branch officials for Lebanon Goldmines have deadlocked. NUM said the talks were held as a result of the ongoing boycotts of the three concession stores on the mine. NUM had tried to negotiate with management before the boycott was called.

Rasethaba

The organiser of the Black General Workers (Pietersburg branch) has resigned his post and is to join Cawusa. He is Mr Phokela Rasethaba. His new post has been confirmed by Cawusa.

MacPhail coal distributors have about 250 employees and almost 90 percent are members of the union

Mawu

The Metal and Allied Workers' Union (Mawu) is to continue its fight for the reinstatement of the sacked workers at BTR Sarmcol company in Natal. The union has applied for an industrial court hearing.

The workers were dismissed after going on strike over wages, working conditions and the recognition of their union. Their dismissal followed unrest in the Howick town of Natal.

The African Miners and Allied Workers' Union (Amawu) executive committee is to meet in Westonaria tomorrow to discuss plans for the forthcoming annual congress to be held in Bellersdal on February 1. This will be the second congress of the union since it was formed three years ago.

The black workforce at Boerstra Bakery in Pretoria West has returned to work after a dispute involving four workers.

The largest coal merchant on the Witwatersrand has agreed to talks with Cawusa following its entire black staff forcing management to recognise their union.

Labour laws clarified in important decision

Gencor told to reinstate hundreds of black miners

STAR 15/1/86

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By Sheryl Raine and Jenni Tennant

Gencor's Marievale Consolidated Mines Ltd suffered a serious legal blow in the Pretoria Supreme Court yesterday when a judge upheld an Industrial Court decision ordering the reinstatement of hundreds of dismissed black miners who went on a legal strike.

Mr Justice R J Goldstone was asked by Marievale to review a decision given by the Industrial Court in October last year. Mr Goldstone dismissed the application with costs.

The Industrial Court found that the Marievale Gold Mine had unfairly dismissed several hundred black miners, who went on strike on September 1 last year in support of wage demands. The strike had been con-

ducted according to all the provisions in the Labour Relations Act and as such was legal.

Originally the National Union of Mineworkers (NUM) applied for reinstatement of about 1000 miners but later Marievale agreed to negotiate on the number to be reinstated.

At the time of the Industrial Court hearing Marievale indicated that it had already replaced the dismissed miners and would prefer to pay out those who qualified for reinstatement.

FAIRNESS

In spite of an earlier Rand Supreme Court ruling in Marievale's favour that the dismissal of members of the NUM was legal, the Industrial Court stated in its decision that it had jurisdiction to rule on the fair-

ness of the dismissals.

Mr Carl Netscher, director of precious metals of Gencor Mining said "We have not been informed by counsel of the reasons for the judgment given yesterday and are not in a position to comment."

The Pretoria Supreme Court decision has important implications for industrial relations.

Leading labour lawyers commented that the ruling had obtained an important clarification of labour law.

It was now clear that the Industrial Court, in terms of the Labour Relations Act, was entitled to rule on the principle of fairness and that its jurisdiction was not limited in this regard.

On the other hand, the Supreme Court was entitled to rule on the legality of dismissals. Dismiss-

als proclaimed lawful by the Supreme Court could nevertheless be proclaimed unfair in the eyes of the Industrial Court which was entitled to grant relief to dismissed workers.

PURPOSELESS ANTICS

In recent months there have been several occasions when employers and unions have rushed to the Supreme and Industrial courts respectively, in efforts to secure the best possible benefits. Yesterday's ruling would put an end to such purposeless antics.

The ruling demonstrated that a mass dismissal of strikers could be considered an unfair labour practice, one lawyer said.

Employers would have to think carefully before firing legal strikers en masse.

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YES

MARIEVALE LOSES

17/11/86

The Pretoria Supreme Court has dismissed with costs an application by Gencor's Marievale gold mine to overturn a landmark Industrial Court (IC) judgment.

Marievale launched the application after the IC ordered it to temporarily reinstate several hundred miners dismissed during a legal wage strike by the National Union of Mineworkers (NUM) last September. It was the first time that legal strikers have had the backing of the law against dismissal.

Marievale challenged the IC ruling on three grounds. That the NUM had no *locus standi* to act on behalf of its members in the IC; that the IC's decision was based on a misapplication of the law and gross unreasonableness; and that the IC had no right to overrule a previous Supreme Court finding that the dismissals were lawful.

Mr Justice Goldstone found that the Labour Relations Act permits a union to represent its members in court. He said he was satisfied that the dismissals may have constituted an unfair labour practice and the IC had thus acted correctly. And he ruled that the IC is entitled to order reinstatements on the basis of equity, even if the dismissals are lawful.

Even LP leader, Allan Hendrickse, seems to realise this. In an interview after Ebrahim's congress speech he said the party would *not* use "*kragdadigheid*" to confront the problem. "We are moving away from police action and police presence at schools. We are seeking the co-operation and understanding of people who do have power in the school situation," he said.

But just how the LP plans to tackle what has become the major crisis in Cape Town's coloured community remains unclear. ■

FM 17/1/86

IMPALA DISMISSALS (213)

Hiring after firing

One thing emerges clearly in the aftermath of last week's mass dismissal at the Gencor-controlled Impala Platinum mine in Bophuthatswana it takes a whole lot longer to hire a workforce than to fire one

Recruitment is underway to replace the 20 000 workers dismissed last Monday from the Bafokeng South and Wildebeesfontein North and South mines, as well as the additional 3 000 Bafokeng North workers who management said had "chosen" to resign last Wednesday. But management is refusing to estimate how long it will take to get the mines back to their full staff complement

Almost the entire 30 000-strong black workforce at the mines struck on New Year's Day over a host of issues ranging from taxes and unemployment insurance to remuneration. About half the workers reported for duty on January 2 and 3, but then there was an almost total stayaway until management's drastic decision to dismiss those who ignored a return-to-work ultimatum. The dismissed workers left the mines last week amid tight security.

Says Gary Maude, Impala's technical manager (mining) about the recruitment exercise. "The speed at which they are coming in is being balanced by the speed at which we can handle them." He says about two thirds of the new recruits are Tswanas, in line with Impala's traditional labour mix.

According to Maude, there is a tremendous number of people available for recruitment due to the unfavourable economic climate, and Impala's management is signing on experienced miners. After the dismissals,

(213) (213) (213) FM 17/1/86
management announced that it had no intention of rehiring the strikers. So far it has kept to its word. But in a softening of its previously hardline attitude — or perhaps realising that gearing up new people, even if they are experienced, is a long and costly process — Maude says management may be prepared to change its mind, providing that workers can prove they were intimidated into striking. Meanwhile, manning levels at the mines remain low. Maude would not say how this has affected production.

Outside the mines, the ripples from the dismissals continue to spread.

The National Union of Mineworkers (NUM), which is barred from operating in Bophuthatswana in terms of the homeland's Industrial Conciliation Act, enjoys some support on the mines and is still considering how it will react. Despite management denials to the contrary, the NUM has claimed that part of the strikers' grievances included demands that Impala should recognise it. While the union deliberates, the Transvaal region of the Congress of SA Trade Unions (Cosatu), to which the NUM is affiliated, says a list of all companies in which Gencor has a stake is being compiled as a prelude to soliciting solidarity action from affiliates throughout SA. Other "progressive" organisations are also being briefed.

Inside Bophuthatswana, while the homeland's Manpower Minister prepares to make a statement on the affair, the Bophuthatswana National Union of Mine Employees (Bonume) has threatened to take court action against Impala to get the workers reinstated. However, this claim appears to be little more than hot air as the union is not yet registered with the Bophuthatswana industrial registrar, and therefore has no legal standing to launch a case. ■

SOWETAN 17/11/86

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NUM calls for support

THE National Union of Mineworkers has called for support from international trade unions to put pressure on Gencor to reinstate 20 000 strikers dismissed by the Impala Platinum Mine in Bophutha-

tswana. The union's Press officer, Mr Marcel Golding, said NUM had notified the Miners' International Federation, the Steel and Automobile Workers' Federation in the United States and other international trade unions about the dismissals.

The workers were dismissed after going on strike over wages, poor working conditions and the recognition of the NUM.

The dismissal has already attracted international and local protest.

The NUM said meetings will be arranged with workers at various Gencor subsidiaries to discuss action against the company.

The Congress of South African Trade Union (Cosatu) has also appealed to its affiliates to give solidarity support with the sacked workers.

Gencor management said it was hiring new workers and the process was continuing in a "satisfactory" manner.

Meanwhile the Bophuthatswana Manpower Minister, Mr S L L Rathebe, has expressed concern over the dismissal of the miners. He said no sensitive mining authority could fire 20 000 workers without causing concern to the government and threatening public interest in these hard times.

Miners

INDUSTRIAL COURT

Disciplining GFSA

The employee disciplinary procedure practised at a Gold Fields of SA (GFSA) mine has come under heavy fire from the Industrial Court. The court severely criticised the procedure applied on all Gold Fields

mines when it ordered the temporary reinstatement of David Theko, chairman of the National Union of Mineworkers (NUM) shaft stewards committee at Kloof mine.

Theko was dismissed last August after Kloof's manager had endorsed the recommendations of a disciplinary committee which heard a complaint brought against him by another worker, Themba Kotyana.

Kotyana lodged the complaint after an altercation between the two workers over attitudes towards a legal strike the NUM planned to stage at the mine. Kotyana alleged that Theko had accused him of being a management informer and had threatened to

kill him and other Pondo workers on the day of the strike. Theko, who apologised when Kotyana challenged him to a fight, denied issuing a death threat.

Theko applied to the court for temporary reinstatement arguing that the mine did not have sufficient cause to dismiss him and that the disciplinary committee had been biased in its treatment of him. The central point in the case was whether Theko had been entitled to representation at the hearing.

Counsel for Kloof argued that the mining industry is prone to certain "awful happenings". And, after describing the general situation at Kloof, argued that the mine could

not be expected to be bound by the rules of formalism when applying its disciplinary procedure. Some of the points raised by Hiram Slomowitz (SC) were that the mine employs workers of different ethnic groups, that faction fighting is part of the history of South African mining and that black miners are mostly illiterate and fearful.

The court found that Kloof does not permit its employees to be represented at disciplinary hearings, except when the grievance procedure of the disciplinary code is invoked by a worker. A clause in the code states that "the maintenance of discipline is the prerogative of management and the union has no role to play". The court said the clause does not mean that an employee must be deprived of the right to assistance at an inquiry. "The right of representation is of crucial importance, especially to a worker who is faced with the prospect of summary dismissal," it said.

The court found that although the committee had outlined only one charge against Theko at the hearing, the memorandum it

submitted to Kloof's manager contained three additional charges. This meant, it said, that Theko was prejudiced in presenting his case to the committee. Theko had also been excluded from the hearing at certain points when evidence against him was heard.

Theko's temporary reinstatement is retrospective to October 4 last year. NUM attorney Clive Thompson says the judgment implies that in future all Kloof — and Gold Fields — employees will be entitled to representation in disciplinary hearings.

The question of workers' entitlement to representation at disciplinary hearings has been a major bone of contention between the NUM and Gold Fields. It was the reason for NUM members at Kloof striking illegally in February last year. In September last year the union decided to declare an official dispute over the issue, although it subsequently decided to hold the matter in abeyance until Theko's case had been heard.

The court may well have helped avert industrial action over the question of worker representation at disciplinary hearings. ■

BUS DAY
Bread price shock looms

20/11/86
GERALD REILLY

THE cabinet is expected to approve another bread price rise — it could be 5c a loaf — before the Budget in March

Informed sources in Pretoria said at the weekend the adjustment could be made early next month.

The increase would be made to compensate the baking and milling industries for added costs caused by the 8c/l rise in the petrol price since November.

The cabinet's dilemma is whether or not to provide enough cash in the Budget to avoid yet another big price rise at the start of the financial year in April.

The decision will have to be taken against the background of the Davin Commission recommendation that the bread subsidy should be phased out.

The cabinet will also have to sanction the import of 300 000 tons of wheat to supplement SA's crop

BUS DAY
7 killed, 45 injured in fighting on mine

20/11/86
CLAIRE PICKARD-CAMBRIDGE

SEVEN workers died and 45 were hospitalised after fierce fighting broke out between Zulus and Pondos at the Gold Fields' administered Kloof Mine near Westonaria early yesterday

A management spokesman said fighting around the mine hostels started just after midnight and involved about 2 000 of the 14 000-strong workforce. The SA Police had been called in and peace was restored by 6.30am.

He said management met with delegations from Zulu and Pondo factions yesterday and it emerged that a Zulu gang, the Soul Brothers, had been harassing and attacking lone Pondos

Cubans arrive in Maseru

STAR
1/2/86
PETER HONEY

CUBAN foreign minister Isidoro Malmierca, his wife and five Cuban officials flew into troubled Maseru on an official visit on Friday.

Meanwhile, military commanders loyal to Lesotho Prime Minister Leabua Jonathan undertook a bloody purge of dissidents within the paramilitary force.

By midnight on Friday, two dissidents and two loyalist soldiers had died in the clashes, which apparently erupted when 35 paramilitary force members, including a colonel and a major, were ordered to hand in their weapons.

Information Minister Desmond Sixishe told *Business Day* yesterday the Prime Minister's position was secure, adding it had not been at stake when paramilitary troops surrounded Jonathan's offices on Wednesday.

Sixishe said the Cuban delegation's visit reciprocated a visit to Cuba by Lesotho Foreign Minister Vincent Makhele in October

Cuba and Lesotho had formal diplomatic relations, he said, but the two chose not to exchange diplomatic missions because Lesotho feared it would aggravate its shaky relations with SA

Sixishe yesterday rejected suggestions that Lesotho might try to garner Cuban military aid in retaliation for SA's construction of supplies to the landlocked

LABOUR REVIEW

bus DAY 25/1/76

Court ruling significant for unions

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Business Day labour reporter CLAIRE PICKARD-CAMBRIDGE looks at topical issues in a weekly round-up of events on the labour front.

LABOUR lawyers believe that recent court decisions hold a strong message for workers concerning the collective protection they can experience as union members.

This follows the Supreme Court's recent decision to uphold an Industrial Court ruling ordering the temporary reinstatement of more than 300 workers fired from Gencor's Marievale mine after a legal strike in September last year.

The Supreme Court dismissed Gencor's argument that the National Union of Mineworkers (NUM) had no *locus standi* to represent the fired workers and lawyers believe this has great organisational significance for unions.

It has profound practical implications for unions, because it was previously assumed that unions had to obtain affidavits from each individual member saying they wanted their jobs back.

In the Marievale case, the union did not have affidavits from individuals and the court accepted that the NUM could bring about a representative action on behalf of its members.

The ruling is also expected to discourage a trend whereby various parties had been rushing to both the Supreme Court and the Industrial Court respectively in an attempt to secure the best advantage.

Gencor dismissed more than 1 050 Marievale workers and the NUM is expected to initiate final proceedings to have about 600 to 700 permanently reinstated in terms of section 46 of the Labour Relations Act.

□ □ □

AN unusual Industrial Court application has been filed by a fired receptionist, who is suing her former employers (36 advocates) for allegedly committing an unfair labour practice.

The employers are a prominent association of Johannesburg advocates, Group 1 200, which includes several labour lawyers.

The receptionist says she had no warning of her pending dismissal in December, except that two advocates advised her in September she laughed too loudly, walked barefoot in the office and sat with her feet on the desk.

She said she was not counselled or given a chance to present her case.

□ □ □
PRESS focus on Impala Platinum's mass sackings two weeks ago obscured news of industrial action at three Amcoal collieries north-east of Johannesburg.

An Amcoal spokesman said there had been short work stoppages at three collieries, but refused to disclose details.

NUM organiser in the Witbank region, Boycott Mashigo, said strikes had occurred at SA Coal Estates and Goede Hoop collieries near Witbank and at Bank colliery near Middelburg.

Mashigo said the SA Coal Estates strike involved about 2 800 workers on January 6, 8 and 9. Employees wanted 11 workers disciplined for allegedly attempting to kill the NUM chairman of the mine's shop stewards' committee. The matter was settled when the 11 resigned after a disciplinary hearing.

He said the Goede Hoop strike involved the entire workforce of about 2 400, who believed an NUM shaft steward had been unfairly dismissed. Agreement was reached when management offered to transfer him.

The Bank colliery strike involved about 1 600 workers on January 12. Workers were demanding the release of a colleague arrested after allegedly preventing people from entering a nearby shop, which workers were boycotting.

Call Times 20/1/86

7 miners die as Mpondos Zulus clash

From PHILLIP
VAN NIEKERK

JOHANNESBURG — Delegations of Zulu and Mpondo miners met yesterday under the auspices of mine management at the Kloof gold mine near Westonaria in a bid to restore calm at the mine, where seven miners were killed on Saturday night.

A further 45 were injured when faction fighting erupted between the two groups and between Xhosas and Shangaans, and after police used shotguns to quell the conflict.

The fighting came after months of tension between the Zulus and Mpondos. Sources at the mine said the tension centred on a Zulu gang, the Soul Brothers, who had been harassing Mpondos.

Knives

In the violent clashes on Saturday night knobkerries, iron bars and knives were used. Fighting between Xhosas and Shangaans broke out at the same time.

A spokesman for Gold Fields of South Africa, which controls the mine, said he knew of no relation between the Kloof incidents and faction fighting between Zulus and Mpondos at Umbum-

bulu on the Natal South Coast in December.

He said the situation at the mine, though still tense, was calmer after yesterday's meeting.

Hospital

He said 45 miners had been hospitalized at Gold Fields' mine hospital at Libanon. The reason for the outbreak of violence was not yet known.

Production was not affected, the spokesman said, because the disturbances had taken place on a Saturday — when there were no workshifts — and he would only know by late last night whether workers would report for their jobs.

One thousand Zulus and 1 000 Mpondo miners of a total black workforce of about 14 000 miners were involved in the fights.

Tearsmoke

A spokesman for the SA Police public relations division in Pretoria said that during the fighting "The SAP had to use tearsmoke and shotguns which resulted in four black males being wounded and arrested during this action of the police."

The spokesman said seven people died and 39 were seriously assaulted in the fights.

Miners kill, mutilate ^{CAL TMS 22/1/86} 213 ~~213~~ 2 policemen

PRETORIA — Two white policemen were killed yesterday afternoon when they were attacked by a crowd of about 500 black miners near Westonaria, a spokesman for the SAP said in Pretoria last night.

A police spokesman said the bodies of "two unidentified black men" were also found at the scene by police reinforcements.

The policemen were attacked with "sharp objects and knobkerries" when they went to investigate reports of an illegal meeting in the area.

The incident occurred "between the number two mine compound and the black township of Bekkersdal", the spokesman said.

The policemen were both members of the Krugersdorp riot unit.

When a reinforcement patrol reached the scene, members of the crowd fired at the police with service pistols taken from the dead policemen and shotguns stolen from their vehicle.

"Police returned the fire and the crowd fled into Bekkersdal township," the spokesman said.

Riot control vehicle

"The mutilated bodies of the policemen as well as the bodies of two unidentified black men were found near the riot control vehicle, which was also extensively damaged."

A follow-up operation is being undertaken by the police. The names of the dead policemen have not yet been released as their next-of-kin have not yet been informed.

A spokesman for the Western Areas Gold Mining Company, Mr J J Nel, said there had been "no trouble" at the mine before the violence.

Mr Nel said he understood there had been a meeting of residents in Bekkersdal which had been attended by some miners.

Asked if there had been any rumours or other action at the mine, he said "Absolutely not. We have had no trouble at all." — Sapa

Westonaria death toll rises to nine

THE death toll in this week's Westonaria mine riot has risen to nine

Police confirm that seven blacks and two white policemen died

Yesterday 11 people appeared in court on charges of public violence

Soldiers in more than 20 armoured vehicles sealed off Bekkersdal township in Westonaria, west of Johannesburg, and conducted house-to-house searches yesterday after the killing of two policemen by rioters on Tuesday

Sergeant D Pretorius, 25, of Edwards Avenue, Westonaria, and Costable F Koekemoer, 28, of Main Reef Road, Luipaardsvlei, were killed when about 500

SIPHO NGCOBO and
JANE STRACHAN

miners from the No 2 Cooke Shaft, of Randfontein Estates Gold Mine, attacked

A massive roadblock was also set up at the entrance to the township where soldiers conducted body searches. A number of township residents, including miners, were arrested during the raid

Soldiers appeared to be looking for anyone with a miner's rubber strap around his wrist.

Pedestrians and motorists entering and leaving the township were allegedly

stripped half-naked by members of the SADF who were looking for small knife marks said to have been cut by a witch-doctor on the bodies of miners "to make them immune to police rubber bullets"

West Rand CID chief Colonel Colin Steyn told *Business Day* that this angle was being investigated by police, although he did not know what significance could be attached to the allegations

He had come across marks on the necks of some of the men, some of them

● To Page 2 →

Mine death toll rises to nine

old and others newer.

Jeremy Nel, general manager of the human resources at the JCI mine, said he heard of a gathering at the weekend at which a number of men were allegedly anointed by witchdoctors

Tension at the mine was high yesterday, but Nel said operations were not affected and all shifts worked normally

Four National Union of Mineworkers officials, including president James Motlatsi, were detained for an hour yesterday when they attempted to question workers, an NUM representative said

He added that the union had more than 8 000 members at the mine and was on the verge of applying for recognition

According to miners interviewed by *Business Day* the fight broke out after a meeting attended by about 500 miners, all members of the NUM, outside the No 2 Cooke Shaft compound.

Miners said the meeting was to discuss working conditions at the mine, mainly "meagre salaries and the ill-treatment" of miners by one white mine official.

During the meeting four white policemen travelling in a van arrived and gave the miners two minutes to disperse

"Shortly thereafter, the four policemen fired tearsmoke and rubber bullets followed by shotgun fire. A fight then broke out," said one miner, who declined to give his name.

When reinforcements arrived, the mob fired at them using pistols and shotguns taken from the dead policemen. Police fired at the mob, killing two and injuring more than 30. One policeman was slightly wounded. Five more people have since died

● From page 1

ARGUS 23/11/86

Grenades, AK found: Two men arrested

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The Argus Correspondent
JOHANNESBURG — Security force follow-up operations in Bekkersdal township has led to the arrest of two men found to be in possession of an AK-47 rifle and six hand grenades.

The men, who are not miners, were arrested at a road-block and are likely to appear in court today.

Eleven miners who were arrested following the confrontation with the police appeared before a Westonia Magistrate yesterday on provisional charges of murder and public violence

HOMES SEARCHED

Police and members of the Defence Force cordoned off the township yesterday to search homes for people involved in Tuesday night's clash

At least nine people were killed in the clash, 40 others injured and 250 people were detained for questioning.

Tuesday's violence began when two members of the Krugersdorp Reaction Unit, Sergeant Dan Pretorius, 25, and Constable Frikkie Koekemoer, 27, tried to disperse an illegal gathering of Xhosa miners on open ground south of Cooke 2 Hostel at Randfontein Estates Gold Mine about 4.45pm

Other miners who were arrested are expected to appear in court today.

● Police will revise and strengthen their forces in unrest situations if this is necessary to prevent a recurrence of this week's brutal killing of two policemen on the West Rand.

A senior police spokesman said today that Tuesday's incident will be investigated thoroughly and reviewed routinely

"Unfortunately, it was a situation in which the police do find themselves in from time to time, where they are trapped in a situation over which they have no control"

Mine riot toll rises to nine

CAPE TOWN'S
23/1/86
213

Own Correspondent

JOHANNESBURG — Army units yesterday sealed off the Bekkersdal township near Westonaria as the death toll from Tuesday's riot rose to nine

Police confirmed that seven black men and two white policemen died and said they were interrogating some 250 people in connection with the incident

The policemen were killed about 5pm on Tuesday when they were attacked by about 500 miners as they investigated reports of an illegal meeting

40 wounded

Seven men were subsequently killed when police reinforcements opened fire on the crowd and 40 were wounded, eight seriously, according to last night's police unrest situation report.

The report said 21 people were arrested although a police spokesman told our correspondent that 52 people were arrested, 31 of whom were hospitalized with gunshot wounds

The dead policemen, both in their twenties, were Sergeant D Pretorius and Constable F Koekemoer.

The names of the other dead have not been released

Soldiers in more than 20 armoured vehicles sealed off Bekkersdal and conducted house-to-house searches yesterday. A massive roadblock was also set up at the entrance to the township where soldiers conducted body searches.

Yesterday's police situation report said two

men were arrested at the roadblock for possession of an AK-47 rifle and six hand-grenades

People entering and leaving the township were allegedly stripped half-naked by members of the SADF who were looking for small knife marks said to have been cut by a witchdoctor on the bodies of miners "to make them immune to police rubber bullets"

West Rand CID chief Colonel Colin Steyn said this angle was being investigated by police

Mr Jeremy Nel of the JCI mine management said he had heard of a gathering at the weekend at which a number of men were anointed by witchdoctors

Tension at the mine was high yesterday, but Mr Nel said all shifts worked normally

Four National Union of Mineworkers officials were detained for an hour yesterday when they tried to question workers, an NUM representative said

Tearsmoke

According to miners interviewed yesterday, trouble began after a meeting attended by about 500 miners, all members of the NUM, called to discuss working conditions

During the meeting four white policemen travelling in a van arrived and gave the miners two minutes to disperse

"Shortly thereafter, the four policemen fired tearsmoke and rubber bullets followed by shotgun fire. A fight then broke out," said one miner, who declined to give his name

'27 killed at Bop mine'

BY ZB MOLEFE

GENCOR'S decision to dismiss 20 000 miners this week holds serious implications for the giant mining group - and for labour relations in South Africa

This week the powerful National Union of Mineworkers discussed the situation at Gencor's mines with the recently-launched 533 000-member union federation, the Congress of South African Trade Unions

Bophuthatswana's Impala platinum mines were rocked by violence on Tuesday after the dismissed miners were paid off and some bused to their homes outside the homeland

Contradicting statements by Gencor, NUM claimed that 27 miners were hit by rubber bullets during violence at Gencor's Wildebeest North Platinum Mine, which is part of Bophuthatswana's "platinum belt" near Sun City

NUM said 26 of the injured miners were admitted to hospital. About 48 of the miners were arrested and were expected to appear at the Phokeng Magistrate's Court on unspecified charges yesterday

Gencor management had earlier denied reports that there had been serious injuries after the mine's security personnel used teargas and rubber bullets to disperse a crowd of people

The Black Allied Mining and Construction Workers Union has called on the Gencor management to immediately reinstate the dismissed miners

NUM Press Officer Marcel Golding said "The fact that the Bophuthatswana Conciliation Act prohibits us and other unions from operating there has permitted Gencor to use it as a shield to exploit miners"

Political comment in this issue and news bills by P Qoboza headlines and subediting by D Niddrie and C Vick all of 204 Eloff Street Ext Johannesburg

★ WORKERS at Boerstra Bakery in Pretoria went on strike for a few hours this week.

Bakery sources said the action was prompted by four workers' unfair dismissal

Management said the "misunderstanding" was caused by the four's transfer from one department to another.

NEWS PLUS+

★ FIFTEEN families evicted by the Ciskei government from Welcomewood Camp two weeks ago have been resettled at Zeeds Camp, East London.

Ciskei cops had left them on the road next to Mount Coke Mission. Two priests sheltered them for two weeks.

NEWS PLUS+

★ A GROUP of 57 "vigilantes" appeared for the third time in Zwelithsa Magistrate Court this week on murder and other charges.

Their appearance is a sequel to the death of political activist Zalisile Mathylo of Zwelithsa last year.

Amongst the accused is Ciskei MP for Zwelithsa, William Matshekethwa.

An appeal in a bail application by Matshekethwa will be heard in the Ciskei Supreme Court on Jan 10

NEWS PLUS+

★ TOP Transkei Development Corporation official Richard Ndungane appeared in the Umtata Magistrates Court on a charge of attempted murder this week.

His trial concerns an incident at an Umtata hotel last year when a shot was fired - which made former Kaizer Chiefs player Juluka Skhosana jump through a third-floor window, fracturing a leg

Button up with



DARWOOD
THE TROUSER WITH
THE NAME
ON THE BUTTON

BLACK SCHOOLS CRISIS

Short-term resolution

The crisis that threatened the re-opening of black schools for the 1986 academic year may well have been resolved. Schools will open on Wednesday, January 8, as officially scheduled. However, the registration period is to be extended until January 28 — the date preferred by the black community.

As the *FM* went to press, Education and Development Aid Minister Gerrit Viljoen took cognisance of a memorandum submitted to him by the Soweto Parents' Crisis Committee (SPCC) the previous day (and just a day before the scheduled opening) thus defusing — for the time being, at any rate — a confrontation.

The next crunch point looks set to come after the first term, when the SPCC and students will meet to review progress on a list of demands contained in the memorandum.

Confusion regarding the re-opening of black schools this year arose when the national conference convened by SPCC at the University of the Witwatersrand on December 27, resolved that the schools' opening be postponed to January 28, 20 days later than the scheduled opening day.

The national conference, held after a three-man SPCC delegation had met with representatives of the banned African National Congress (ANC) in Lusaka, also resolved that black pupils should return to school. But it laid down conditions which government has to meet if pupils were to remain at their desks for the duration of the school year.

Although it is understood the ANC did not want to interfere with what the community was doing, it supported moves to get pupils back to school.

Because of the continued unrest, some black pupils have lost two to three years of their schooling and some fear that another year of school boycotts would be disastrous.

Before government officials received the SPCC memorandum on its proposed start of the academic year and its conditions on Monday this week, they insisted the schools would be re-opened as scheduled.

However, DET's chief liaison officer, Job Schoeman, repudiated newspaper reports that the department had "rejected outright" the proposals by the national conference. After receiving the memorandum, Schoeman said on television that there could be a postponement of the schools' re-opening. However, he stressed that a decision could only be taken by the Minister. But he warned "Parents must remember the school year has 200 days and if there are delays, pupils will suffer."

Schoeman also explained that 7 500 schools would be opening for the year. A

total of 1,8m pupils — an increase of between 60 000 and 70 000 over last year's roll — were expected to turn up. Only 49,3% of the 67 000 black pupils who wrote matric last year passed and, of these, 12,5% gained matric exemptions, qualifying for university entrance. (In 1984, 83 000 wrote exams).

"About 10 000 matric pupils, who either did not write or failed to complete the examination because of intimidation, will write the May-June examinations," says Schoeman.

He also says students who may experience difficulties in finding accommodation in their schools this year will be assisted at the more than 600 adult education centres run by the department.

The conditions laid down by the national conference for pupils to return to school this year include the release of student leaders, es-

tablishment of free, democratically elected SRCs, the lifting of the State of Emergency, and the removal of the SADF from the townships. SPCC executive member, Isaac Mogase, says the memorandum delivered to the department contains the conditions laid down by the national conference. A meeting similar to the conference will be held in March to consider the government's response and to review the situation.

Bishop Desmond Tutu reportedly told the conference that pupils should end the school boycott and return to school but only if government heeded the conditions laid down by the national conference. He also threatened to campaign for economic sanctions against SA if government failed to meet the black community's demands.



Viljoen

1984 and at Anglo American's Vaal Reefs mine last year.

The strike, over taxes and unemployment insurance, remuneration matters and a variety of other grievances, started on New Year's day and involved almost the entire 30 000-strong black workforce. Some 65% of the workers are Tswana citizens, while the remainder come from all over southern Africa. On Monday, management dismissed 20 000 workers who had failed to return to their posts at the Wildebeestfontein North and South mines and the Bafokeng South mine. On Tuesday most workers at Bafokeng North and at the Mineral Processes plant responded to a management ultimatum to return to work. Management has announced it will not rehire the dismissed strikers.

Impala's acting chief executive officer, Gary Maude, told a press conference on Monday that the decision to dismiss was taken after warnings to strikers that the illegal strike was in breach of their employment contracts, and after "repeated, unfruitful attempts" to hold discussions with striker representatives. He said workers made no attempt to convey their grievances to management before the strike began.

The dispute is complicated by the fact that Bophuthatswana's Industrial Conciliation Act bars "foreign unions," including South African-based ones, from operating in the territory. Nevertheless, the South African National Union of Mineworkers (NUM) has been active at Impala for some time and claims support among some sections of the workforce. The Bophuthatswana National Union of Mine Employees (Bonume) is not recognised on the mines.

The NUM's version of events differs substantially from management's. A union spokesman says workers first raised their grievances on December 23, and that management refused to consider them. The NUM has released a list of about 20 demands it says were made at the time, including one asking for access rights for NUM officials and office facilities for the union at the mine. The spokesman accuses Gencor of "hiding behind Bophuthatswana's labour legislation" and promoting the small Bonume to avoid dealing with the NUM.

Impala disputes the NUM's claims saying it believes the union has no more than a few hundred members at the mines. It says the question of recognition of the NUM was never raised as an issue by the strikers. Maude tells the *FM*, though, that management discussed a list of grievances with a works council late last month.

According to Maude, the company has been aware for some time of the need to

MINE LABOUR

Bop showdown

The term "mass dismissal" has assumed a new meaning in the South African industrial relations lexicon following the firing this week of 20 000 black miners at the Gencor-controlled Impala Platinum mine complex in Bophuthatswana.

The sheer weight of the numbers involved makes this the biggest mass dismissal in recent labour history — exceeding by far the dismissals at Sasol's Secunda complex in

FM 10/1/86 CONT

AM 10/1/86

improve communication systems with employees. The strike has reinforced this view, although he believes Impala is no worse than other mines in this respect.

The NUM spokesman says the union is considering its next move in discussions with members at other Gencor mines. He says the possibility of "solidarity action" cannot be ruled out, and it is likely the NUM will ask for support from fellow-affiliates of the Congress of South African Trade Unions (Cosatu) after these discussions. ■

Mass firing: 150 000 may suffer

JOHANNESBURG — The mass firing of 20 000 miners from Gencor's Impala Platinum Mines in Bophuthatswana this week is likely to have serious financial repercussions for between 80 000 and 150 000 people, as well as the company

Taking the platinum price and Impala's production into account, Gencor is estimated to have lost at least R15 million so far

If the company sticks to its refusal to re-employ the 20 000, it will have to employ and train new workers, which will affect production for months

Conservative estimates put the number of immediate relatives of the 20 000 who lost their jobs at 80 000. Statisticians estimate the average black family consists of five members. If extended families are taken into account the number affected by the dismissals is likely to be closer to 150 000

At least 65 per cent of these families live in Bophuthatswana and the rest in Malawi, other homelands and South Africa. In all areas job prospects are slim and the chances of being able to find alternative sources of income are remote

Trade unions have condemned the dismissals and have accused Gencor of exploiting the homelands anti-union labour legislation

The workers were dismissed after going on strike on January 1 over grievances including wages and working conditions. Gencor said all efforts to resolve the issue with workers representatives were unsuccessful

About 7 000 of the 10 000 striking miners at the Bafokeng North mine and the mineral processes plant have returned to work in response to a management ultimatum — Sapa

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DISPATCH
9/1/86

Teargas fired at Bop mine

NINE security guards fired rubber bullets and tearsmoke to disperse workers at one of the strike-torn Impala Platinum mines in Bophuthatswana when striking workers were dismissed on Monday.

A mine spokesman confirmed that 15 rubber bullets and tearsmoke were used to disperse strikers who surrounded a security vehicle during dismissal procedures. He did not name the mine.

The spokesman said in another incident a guard dog tore a striker's clothes.

There had been no clashes between strikers and security staff since the strike started on January 1, he said.

About 20 000 strikers were fired at the Wildebeesfontein North,

By **JOSHUA RABOROKO**

Wildebeesfontein South and Bafokeng South mines. They went on strike over wages.

Gencor, which controls the mines, has denied reports that 19 workers were seriously injured and admitted to mine hospitals after clashes with security guards at the Bafokeng South mine on Tuesday.

The Congress of South African Trade Unions (Cosatu) will hold an urgent meeting this weekend to endorse the condemnation of the dismissed workers at Impala Platinum mines.

The federation will also discuss taking mass action to get Gencor to reinstate the workers, Cosatu's assistant general secretary, Mr Sydney Mafumadi, said.

The Bophuthatswana National Union of Employees, which has an access agreement with Impala, will also meet at Tlhabane, near Rustenburg, tomorrow to try to solve the dispute, union sources said.

SOWETAN
9/1/86
SIS

213
1500

CAPE TIMES 9/1/86
**Gencor sacks
another 3 000**

From PHILLIP VAN NIEKERK

JOHANNESBURG — Gencor fired 3 000 more workers at its Impala Platinum mine in Bophuthatswana yesterday — bringing to 23 000 the total axed

The workers, from Bafokeng North, were described by the company as having "voluntarily" decided to return to their homes after they failed to meet an ultimatum to return to work yesterday

At the Wildebeesfontein North section of Impala, mine security arrested 48 miners and handed them over to the Bophuthatswana authorities at Phokeng after teargas and rubber bullets were fired

A spokesman for the National Union of Mineworkers, Mr Marcel Golding, said 27 workers had been shot and 26 hospitalized

The union believed the workers were arrested because they were suspected of being "activists"

Lieutenant-Colonel Dave George of the Bophuthatswana police confirmed that the men had been arrested by mine security

The acting chief executive of Impala, Mr Gary Maude, said strikers surrounded a security vehicle and were dispersed by rubber bullets and teargas

He said no serious injuries resulted though "two or three" workers had been hospitalized

Mr Maude said that by mid-afternoon yesterday 14 000 out of the original 20 000 fired on Monday had left the mine

"The next step will be a decision to start employing again. I'm surprised how quickly we could properly discharge people," he said

48 miners charged

From PHILLIP VAN NIEKERK

JOHANNESBURG — A total of 48 mineworkers dismissed from the Impala Platinum mine this week were released on R100 bail yesterday when they appeared in the Mogwassie Regional Court on charges of public violence

A spokesman for the prosecutor's office said he was unable to disclose the charges, but a spokesman for the Bophuthatswana police said they were appearing for public violence

The workers appear again on February 10.

They are among the 23 000 men dismissed from Impala this week, and were arrested after clashes between workers and mine security at the Wildebeesfontein North hostel.

The entire workforce at three sections of the mine — Wildebeesfontein North and South, and Bafokeng South — were sacked along with 3 000 workers from Bafokeng North.

More than 90 buses stood empty at the mine yesterday, destinations chalked on their front windscreens, some sending workers as far afield as Malawi, Mozambique, Lesotho and Transkei.

There was a heavy security presence on the still-tense mine as men carried out their few possessions.

Journalists found at one of the hostels were threatened with arrest for trespassing and were accompanied out of the mine by mine police.

JOHANNESBURG

More than 15 000 mine workers refused to go underground at the Impala Platinum Mine in Bophuthatswana, yesterday setting out 25 demands — including the right to live with their families and the recognition of the National Union of Mine workers (Num), which is banned in the territory

The workers remained out on strike after the full complement of the mine — 30 000 workers — downed tools on Thursday

The acting chief executive of the Gencor-owned Impala, Mr Gary Maude, said workers from Mafikeng North and Mineral Processes remained out yesterday while workers from Mafikeng South and Wildebessfontein North

15 000
DISMINERS
4/1/86
out on
strike

and South returned

Mr Maude said there had been no incidents of violence and the workers had given management a list of demands after going on strike

He denied there were any unions at the mine, but said the official Bophuthatswana National Union of Mine Employees (Bonume) had been granted access to the mine to recruit

In 1984, the Bophuthatswana Government passed legisla-

tion outlawing South African trade unions from operating in the territory, after the Num had already started recruiting

The Num spokesman said the miners were demanding that black workers be allowed to live with their families in the mine married quarters where at present only whites can stay

Other grievances involved the fact that some workers cannot belong to the Unemployment Insurance Fund, the mine's provident fund, and a call to have the death benefit refunded

The Num spokesman said the workers had requested a meeting with the Minister of Manpower, Mr Rowan Cronje, and were hoping to meet him today

ARGUS 7/1/86
**Platinum price soars
after firing of miners**

The Argus Correspondent ~~277~~ 213
JOHANNESBURG — The firing of virtually its entire workforce by Gencor's Impala Platinum has sent shock waves through international markets, and the price of the metal has soared

In London the metal was fixed at \$349.74 — about \$8 up on the previous day, while in New York the price gained about \$15

On the stock market yesterday Impala's share price rose 125c to 3 150c in reaction to the platinum price rise, rather than news of the sackings.

Three of Gencor's platinum mines in Bophuthatswana yesterday fired 20 000 striking employees

According to Gencor no union has been involved as the National Union of Mineworkers is not recognised in Bophuthatswana

The NUM claims it has 50 percent membership at Impala and said the strike was against low wages, long hours and Gencor's refusal to give the union recruiting facilities

20 000 sacked: mine union seeks Govt help

Feb 1

7/1/86



MAFIKENG — The Bophuthatswana National Union of Mine Employees, Bonume, is to hold a meeting at Tlhabane near Rustenburg on Friday, in an attempt to solve a dispute between employees and management of the Impala Platinum Mine in which 20 000 workers have been dismissed

The Bonume secretary, Mr Edwill Phosisi, said they would also draft a resolution asking the Bophuthatswanan Manpower Co-ordination Minister, Mr S L L Rathebe, to establish a conciliation board and to appoint a commission of inquiry to investigate alleged assaults on black mineworkers by whites

He said the matter had been reported to the Bafokeng police many times, but nothing had been done.

The Bophuthatswanan Government had not been notified about the dismissal of 20 000 employees of the Impala Platinum Mine, Mr Rathebe, said last night

He and senior Government officials had visited the mine yesterday to assess the situation and at the time they left the mine, at about 3pm, only 30 miners were to be have been dismissed, he said

The Government would comment again after con-

tacting Gencor today, he added

The affected workers were employed at three of the Impala mines — Wildebeestfontein North, Wildebeestfontein South and Bafokeng South

Management has also issued an ultimatum to the remainder of the black work force, who are employed at Bafokeng North Mine and Mineral Processes, to return to work today or also face dismissal

The dismissal of workers at Wildebeestfontein North mine, Wildebeestfontein South mine and Bafokeng South mine is proceeding in orderly fashion. It is expected that it will take several days to complete discharge formalities

At Bafokeng North Mine and Mineral Processes about 2 000 workers have returned to work and this trend is continuing

The situation at all four mines and mineral processes remains peaceful

The strike, over a variety of grievances including wages and working conditions, began on January 1

At a Press conference in Johannesburg yesterday, Mr Gary Maude, Impala's acting chief executive, said

every effort had been made by management, as well as the Bophuthatswanan Government, to sort out the workers' grievances

Political factors also appeared to be at work as there had been a pattern in negotiations during the strike where worker representatives displayed an unwillingness to resolve the dispute, he said

Several meetings had been held with worker elected representatives since the illegal strike began but to no avail

After the work stoppage on January 1 when most of the workforce went out on strike about half the workforce returned on January 2, Mr Maude said

The situation had deteriorated since then and yesterday all the workers with the exception of a few hundred were out on strike

However with many experienced black gold miners out of work in Bophuthatswana and elsewhere at present, management hoped to be able to replace a large proportion of the dismissed workforce with experienced workers

Mr Maude said there was very little likelihood of any of the dismissed workers being re-employed

Bophuthatswana strike illegal, says mining boss

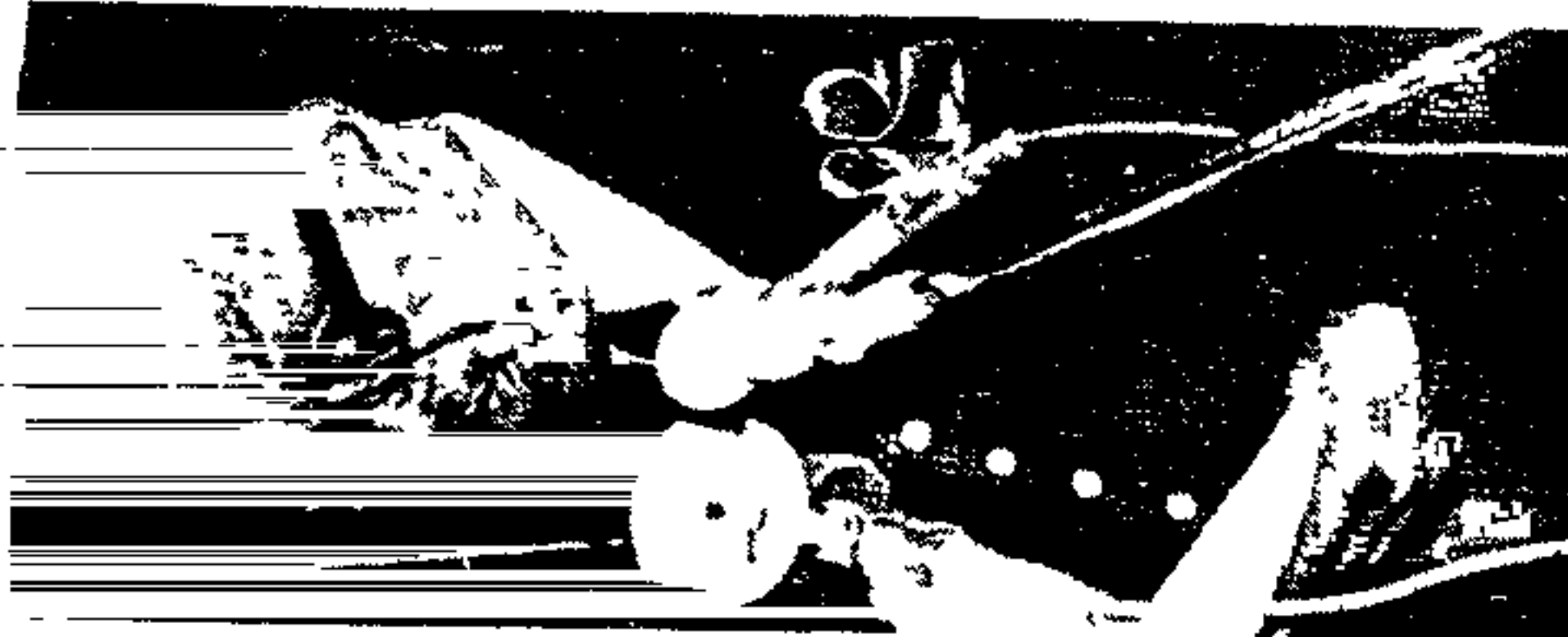
200 000 MINERS

LOSE JOBS

7/1/86.

SOWETAN

213



CHIEF Lucas Mangope:
His homeland does not recognise South African trade unions.

ABOUT 20 000 black mineworkers at three Impala mines in Bophuthatswana were yesterday dismissed after a six-day strike over wage-related issues.

The mines are Wildebeesfontein North, Wildebeesfontein South and Bafokeng South.

Thousands of other mineworkers at Bafokeng North Mine and Mineral Resources have been given an ultimatum to return to work this morning or be sacked.

This was announced at a Press conference in Johannesburg yesterday by the company's acting chief executive officer, Mr G Maude.

He said the workers had refused to work since January 1.

The workers' dismissal follows warnings

that their strike was illegal. It was also in breach of their employment contracts and they would be dismissed, the company told them.

The strike started on New Year's Day. Although about half of the workforce reported for duty on January 2 and January 3 there has been a large-scale stayaway since then.

Discussions between management and rep-

SOWETAN Reporter

representatives of Impala employees have been going on since the strike started.

Management was not told of workers' grievances before the strike, Mr Maude said.

He disputed that the National Union of Mineworkers had members at the plants. Mr Maude said NUM was not recognised in Bophuthatswana. It was also unregistered.

Record 20 000 workers fired

7/1/80 Mercury

213

JOHANNESBURG—In the largest-ever mass dismissal by a South African corporation, Gencor yesterday fired 20 000 workers from its Impala Platinum Mine near Rustenburg in Bophuthatswana

The jobs of a further 10 000 workers at the mine are also at stake if they fail to meet a deadline to return to work today

The mass dismissals have caused shock waves within the South African labour movement

The president of the Congress of South African Trade Unions Mr Elias Mkhondo yesterday called Gencor to reinstate the workers immediately and said he would discuss national action with his executive

The workers were fired for participating in strike action since New Year for pay rises and shorter working hours.

Ultimatum

The acting chief executive of Impala, Mr Gary Maude told a Press conference yesterday that the dismissals followed 'a warning to the workers to the effect that continued participation in an illegal strike would be in breach of their employment contracts'

The workers fired were from Wildebeestfontein North and South and Bafokeng South Those from Bafokeng North and Mineral Processes have been given an ultimatum to return today

About 65 percent of the workers are from Bophuthatswana and the rest are from various South African territories, but nearly all live in company hostels from which they were being evicted yesterday

Mr Maude said the com

Mercury Correspondent

pany had attempted to negotiate with elected representatives of the workers but you run into a point where they get completely unreasonable

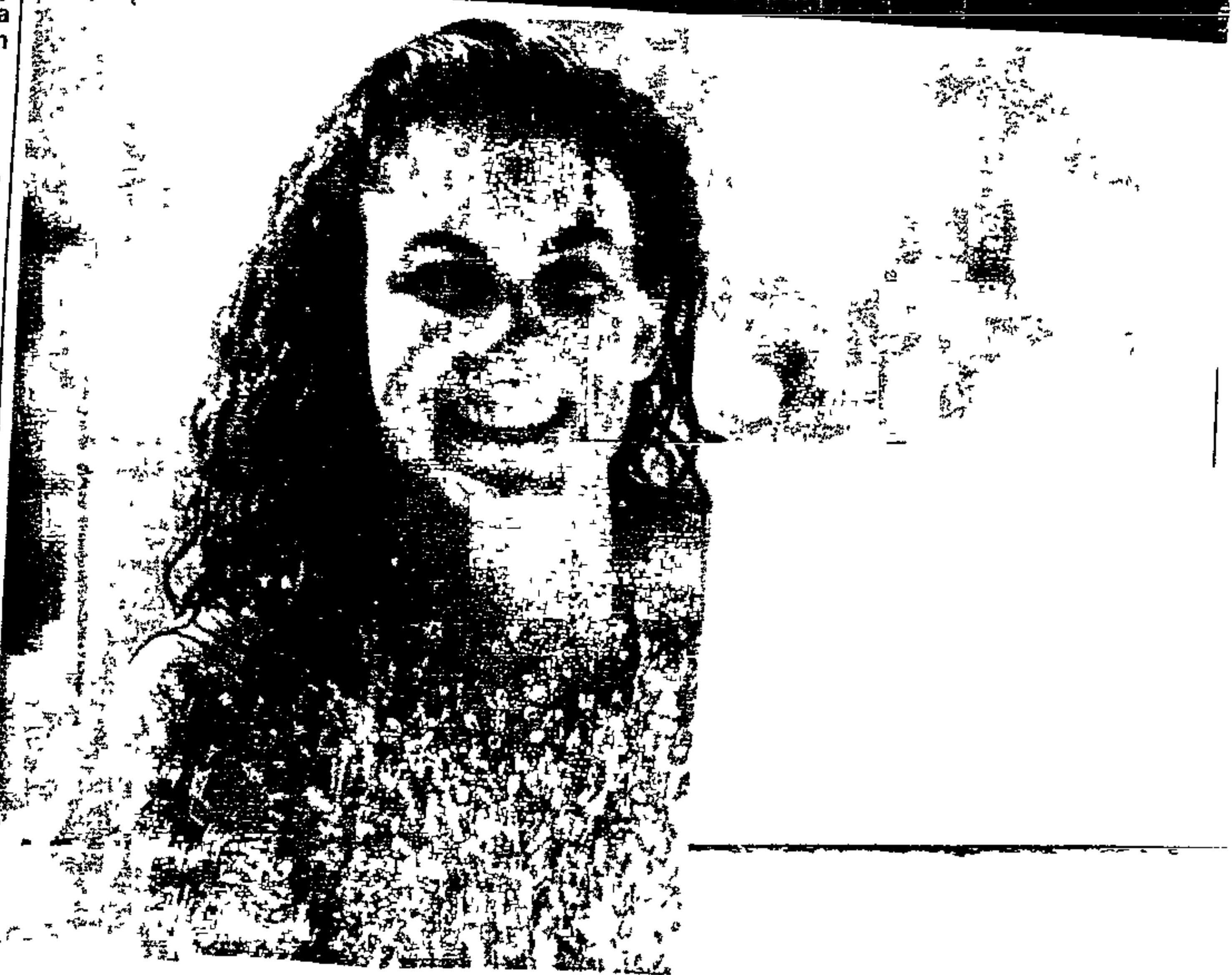
He added 'The alternative is to get rid of the whole labour force and replace them There is a condition of massive unemployment in the country and this has encouraged us to take this sort of action'

Mr Maude denied that recognition of the NUM which as a South African union is outlawed by Bophuthatswana labour law had been raised as an issue by the workers

Mr Barayi, himself a mineworker threatened 'Gencor must reinstate immediately or Cosatu will take action I shall have to call my executive immediately and we even have to consider national action'

Gencor's dismissal is the largest ever by a South African corporation beating the previous highest by Anglo American's Vaal Reefs mine, which fired 14 000 workers in April last year

Kim's on the ball at Expo



selection some hope... proud to have... Spont

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20 000 ^{cap Times} miners ^{7/1/86} dismissed ²¹³

From PHILLIP VAN NIEKERK

JOHANNESBURG — In the largest-ever mass dismissal by a South African corporation, Gencor yesterday fired 20 000 employees from its Impala Platinum Mine near Rustenburg in Bophuthatswana

The jobs of a further 10 000 at the mine are also at stake if they do not return to work.

The mass dismissals have shocked the South African labour movement. The National Union of Mineworkers (NUM) said it would decide on "strategic action"

The president of the Congress of South African Trade Unions, Mr Elijah Barayi, called on Gencor to reinstate the men immediately and said he would discuss "national action" with his executive

'In breach of contracts'

The men were fired for striking over wages, working hours and other grievances

The acting chief executive of Impala, Mr Gary Maude, said yesterday that the dismissals followed "a warning to the workers to the effect that continued participation in an illegal strike would be in breach of their employment contracts"

They were fired from three mines — Wildebeestfontein North and South and Bafokeng South. Those from two other mines — Bafokeng North and Mineral Processes — have been given an ultimatum to return today. About 65 percent of the workers are from Bophuthatswana

Mr Maude said they had attempted to negotiate with elected representatives but "you run into a point where they get completely unreasonable"

'Utmost shock' caused

Mr Maude denied that recognition of the NUM — which, as a South African union, is outlawed by Bophuthatswana labour law — had been raised as an issue by the workers

The NUM claims it has substantial support on the mine. A statement by the NUM last night said the action had caused them "utmost shock" and that the decision was characteristic of "Gencor's despicable manner of dealing with workers' legitimate grievances"

"The fact that South African unions are prohibited by law from operating in Bophuthatswana has presented Gencor with a pretext to commit these atrocities with impunity"

The NUM statement said the main grievances were low wages, long working hours and a refusal by the company to allow the NUM to recruit on the mine

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'Gencor exploits anti-union labour laws, pays low wages'

NUM slams dismissals

By Mike Siluma

at stake in the Impala dispute was not only wages and working conditions, but a denial to the workers to join a union of their choice

Gencor has used this legislation effectively as a shield to limit the unionisation of the platinum miners and has exploited a legal situation which allows the payment of low wages

He said the fact that the platinum mines were situated in Bophuthatswana where "South African" unions are prohibited has presented Gencor with a pretext to commit this atrocity with impunity

Black trade unions yesterday condemned the dismissal this week of 20 000 miners by the Gencor-controlled Impala Platinum Mine in Bophuthatswana, saying the company was exploiting the homeland's anti-union labour legislation

It said Bophuthatswana's Industrial Conciliation Act prohibited the union from operating in the territory and excluded legal strikes — exposing workers to "atrocious" working conditions with little recourse to organised action

"The decision to dismiss the workers is characteristic of Gencor's despicable manner of dealing with the workers' legitimate grievances," the NUM's Press officer, Mr Marcel Golding, said

The Impala workers' grievances were

- Low wages
- Bad working conditions
- The refusal by management to allow the NUM to have recruiting facilities.

The workers were dismissed after striking on January 1

The National Union of Mineworkers (NUM) said what was

Mine workers paid off

8/1/86
THOUSANDS of dismissed black mineworkers at the Gencor-controlled Impala Platinum Mines in Bophuthatswana were yesterday paid off and transported back to their respective "homelands".

This was confirmed by the company's acting chief executive officer, Mr Gary Maude, who said the dismissal of workers was proceeding in an orderly fashion.

The dismissed workers were mainly from the Transkei, Lesotho, Zimbabwe, Swaziland and other neighbouring states. They worked at Wildebeesfontein North Mine, Wildebeesfontein South and Bafokeng Mine.

At Bafokeng about 2 000 workers returned

to work yesterday morning after an ultimatum to return or face dismissal. **SONETAN**

The workers went on strike over working and wages-related issues since January 1 this year.

Meanwhile the 600 workers employed at the Lewisham engineering yard of the Department of Posts and Telecommunications near Krugersdorp who staged a walk-out in protest against poor wages and alleged unfair dismissal yesterday returned to work after management made certain promises.

A spokesman for the department in Pretoria said workers returned after management had promised to investigate their grievances.

Increases one reason for work stoppage

By Rich Mkhondo

"There is no agitation by any political group. Most of us do not belong to any unions because the Bophuthatswana Government does not recognise them. We were just united because we knew we had genuine demands", a miner who was dismissed from the Impala Platinum Mines said yesterday.

Miners expressed immense bitterness towards the mine bosses, management and the Bophuthatswana police.

The Star found some in the rural villages of Phokeng and Lukaare after they were told to leave the mine area.

They were reticent about their experiences. They were also suspicious and hostile to anything that could be associated with the authorities.

Because the local government does not recognise the National Union of Mineworkers (NUM), a lack of an effective union and management's intransigence, was seen as an aggravating factor.

Said one worker, who did not want to be identified, "I came to Impala in 1979 but after a R6 increase last July I only earn R82 68 a week.

"I support a family of six and cannot live on that wage with the inflation rate rocketing.

"Dissatisfaction with annual increases compared with the present inflation was one reason for the strikes.

"We are also dissatisfied with the attitude of the Bophuthatswana authorities towards incidents on mines," he said.

He added that mine management had erected bureaucratic hurdles that made bargaining channels almost impossible.

COMMITTEE

"Our unity started during our room discussions. To communicate with the authorities, each room elected a monitor and each compound elected a senior monitor. The senior monitors formed a liaison committee which took our grievances to management.

"But because the committees were not allowed direct access to the miners without permission from management, this made unionisation almost impossible.

"After days of negotiations between the liaison committee and management, it was clear that the committees were only able to make suggestions (which are rarely implemented) on improvements in compound conditions. They had no real base to negotiate on wages.

INCREASES

"When we realised that management always promised to look into our demands and when we saw that last year's increases were the lowest in years, we agreed not to work from New Year's Day.

"All we got in return was a directive that we should go back to work under the same conditions and pay or leave the mine.

"We were paid off only according to the days we worked and there was no mention of severance pay," he said.

Another miner, from Fort Beaufort in the Eastern Cape, said "I came here in 1978 and was employed as a fitter. When I started, I was earning R203 a month but eight years later I am only earning about R460 a month.

DISMISSED

"We compared our increases with the ones offered by other mining houses and because of the low increase we were offered last year, we decided to tell management that we wanted something more — instead we were dismissed.

"Those who returned to work before they were dismissed claimed that because they were breadwinners and it was difficult to get jobs in their homelands, they were prepared to wait and see what would be offered in July. Others said they were told at the recruitment agencies (kwaTēba) that those who lost their jobs because of striking would never get any help.

"We were fired, but we know that our demands were genuine."

Platinum soars to \$361,25 after Impala strike

From MARTIN HAYES

LONDON. — News that Impala Platinum had dismissed 20 000 workers, two thirds of its workforce, lifted prices in the platinum market here to highest levels since early July 1984.

The metal rose to \$361,25 a troy ounce last night on speculative and fund buying, compared with an afternoon fix of \$349,75

Earlier in the day speculative selling in fairly active nervous conditions pared gains slightly, and platinum was fixed at \$356,75, before renewed buying lifted prices over \$361, dealers said

Premium

Since the beginning of the year, when the strike at Impala's four South African mines began, platinum has risen from just under \$342

Its premium over gold has similarly advanced

Platinum is more vulnerable to supply disruptions, as South African output accounts for some 80 percent of total world non-communist production, dealers said

By comparison, South Africa mines only around 60 percent of non-communist world gold output, and this metal consequently tends to react less to fears of supply difficulties than the more thinly-traded platinum mar-

ket. Buoyed by strong platinum prices gold rose to the highest levels for six weeks yesterday afternoon, when the price touched a high around \$331, before settling back slightly to the fix, dealers said

Activity quickened yesterday afternoon, after a generally quiet morning, with some commission house buying absorbing scale-up trade selling

Prices also rose on the Nymex futures market on Monday, closing just below fresh contract highs

Monitoring

Dealers said although most of the activity in London appears to have been speculative, industry-based business has risen over the last week.

Traders will be monitoring the Impala situation closely over the next few weeks to see if the dispute continues

Impala is likely to be able to utilize its stocks in the short-term, and also hire experienced replacement labour, thus having little discernible effect on supply, they noted

However, should inventories decline significantly, further price gains will be prompted by fears of a supply shortage

In New York, Comex gold futures stood at six-week highs on sympathetic buying from a strong platinum market, analysts said

The key February gold delivery added \$2,30 to \$333 an ounce, the strongest level since November 27

Buyers

Analysts said commission houses and fund traders were net buyers, with platinum soaring for the second day to new contract highs on worries over possible output losses resulting from the recent labour problems at South Africa's Impala Platinum mines. Dealer houses sold into the rally, they said

● Silver bullion also moved higher yesterday afternoon, tracking the pattern of the other dominant precious metals it rose to around 590c an ounce from a midday fix of 584,50c — Reuter

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All quiet at Gencor strike mines

JOHANNESBURG — The situation at all four Gencor mines and minerals processes in Bophuthatswana — where 20 000 workers were dismissed this week following a strike — is peaceful, according to a Gencor statement

"No person has been seriously injured by either security personnel or striking workers. Teargas and rubber bullets were used to disperse a crowd, but there were no serious injuries," the statement said

UNDECIDED

The Bafokeng North mine and mineral processes had a "good turn-out to work today".

However, about 3 000 workers were apparently undecided whether to return to work

About half the labour force had been paid off at the three mines, and most transported home — Sapa

WEDNESDAY, JANUARY 8, 1986

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Gencor fires another 3 000 workers

Mercury Correspondent

JOHANNESBURG—Gencor fired 3 000 more workers at its Impala Platinum mine in Bophuthatswana yesterday

The workers, from Bafokeng North, were described by the company as having voluntarily decided to return to their homes after they had failed to meet an ultimatum to return to work.

At the Wildebeesfontein North section of Impala, mine security arrested 48 miners and handed them over to the Bophuthatswana authorities at Phokeng after tear-gas and rubber bullets had been used to disperse workers

Police spokesman Lt-Col Dave George confirmed that the men had been arrested by mine security, but said he had no idea what charges they would face

Hospital

The acting chief executive of Impala, Mr Gary Maude, said a crowd of strikers had surrounded a security vehicle and had to be dispersed by 15 rubber bullets and tear-gas

He said no serious injuries had resulted although 'two or three' workers had been taken to hospital after this incident

'Apart from another minor incident in which a striker's clothes were torn by a guard dog, there had been no other clashes between strikers and security personnel since January 1 when the strike began'

Workers claimed that tear-gas, rubber bullets and police dogs had been used to drive them off the mine.

Strike talks today

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18/8/87 Sawefan

TALKS between the National Union of Mineworkers and the Anglo American Corporation adjourned early yesterday evening after three and half hours of "constructive discussions" and will resume today, Mr Bobby Godsell, Anglo Industrial Relations manager, said.

He said Anglo had put forward four proposals in an attempt to minimise violence on mines during the current coal and gold mines strike

The NUM submitted eight proposals yesterday which Anglo wanted time to consider and it was "mutually agreed" talks would resume today, reporters were told

Meanwhile, Mr Cyril Ramaphosa, after the meeting, asked Anglo to open affected mines to the media "to allow everybody to see where the violence comes from."

He also said Anglo should not charge striking miners for food and accommodation.

2 SOUTH AFRICAN BUREAU OF INFORMATION

Coal supplies could be disrupted

B/Day

13/8/87

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Steelmakers eye miners' strike

STEELMAKERS are nervously watching the miners' strike as a long dispute could cause a severe shortage of coking coal used in the furnaces.

Highveld Steel and Vanadium chairman Leslie Boyd said there was "some concern" over the strike, but the steel division was being supplied with coking coal from mines that had not been hit by the dispute.

Boyd said: "We're comfortable at the moment." He would not elaborate.

Middelburg Steel and Alloys' (MSA) marketing director Leo Melvill, clearly regarding the strike as sensitive as sanctions, issued a flat "no comment" on its coking coal provisions during the strike.

He said "All I can say is that we keep stock on ground and our operations are based on business decisions."

MSA understandably does not want to identify its supply sources which could become a target of more National Union of Mineworkers (NUM) action.

Observers said steelmakers should

HAMISH McINDOE

have realised by end-June that a coal miners' strike could materialise and started stockpiling from then.

Iscor's steelmaking division is unlikely to be affected by a shortage. The corporation owns four coking coal mines which supply its steel plants and NUM representation on those mines is said to be minimal.

Iscor spokesman Piet du Plessis said: "The worst scenario is a sympathy strike, but that does not appear to be on the cards at this stage."

Iscor produced 3,9-million tons of coking coal at its Grootgeluk, Durnacol, Hlobane and Tshikondeni mines last year.

It is not clear whether Iscor would supply the competition in the event of a total cut in coking coal supplies caused by the strike.

□ The Transvaal Coal Owners' Association has a contract with Japanese steelmakers to supply about 2-million tons of semi-soft coking coal. It is believed the contract is spread among several producers.

Witbank braces for pinch of strike

By Therese Anders,
Highveld Bureau

As the hub of the Transvaal's coalfields, Witbank is bracing itself for the consequences of the ongoing NUM strike.

With three nearby JCI mines joining the strike yesterday, an estimated 25 000 miners at 17 collieries in the greater Witbank region are now involved in industrial action.

The president of the Witbank Chamber of Commerce, Mr Alan Cook, said a strike of only two or three days had an effect on local business, therefore a protracted stoppage could have serious results for the town.

"Every strike day means that much less money coming into the local economy. It's bad news for everyone."

A Witbank Town Council spokesman said the municipality was evaluating the possible consequences of a lengthy coal mine strike.

There was no doubt that business would be seriously hurt if the strike stretched into weeks, he said.

It is early for most businesses to be feeling the effects, but for one mine supply operation business took a nosedive only hours after the NUM strike began.

The manager said "Mine management is so busy trying to keep production up that the ordering of supplies and replacements has taken a back seat."

POWER SUPPLY

He said that at underground mines, where production had virtually stopped, equipment wasn't being used, so there would be no need for replacement parts.

Next to mining and heavy industry, Witbank and Middelburg are power station towns.

In fact, half of Escom's Transvaal power stations are strung out to the south of these towns.

Most are usually supplied by the coal mines now crippled by strikes, although Escom's chief executive, Mr Ian McRae, has said there would be no immediate effects on electricity supplies.

Escom has prepared for this strike with large coal stockpiles at each power station. But local captains of industry are well aware that a drawn-out strike could result in possible electricity cuts which would be disastrous for the region's steel and ferro-metal plants.

This week a NUM spokesman claimed that Escom had coal stockpiles to last only two weeks.

The mines producing coal solely for export have the headache of trying to keep contract deadlines and get their products to the coast in time to meet shipping schedules.

About the only pleasing result of the strike is the visible drop in the number of coal trucks moving up the narrow roads around the eastern Highveld.

One dead, but strike is low key

JOHANNESBURG
— A coalminer was found dead in his bed yesterday afternoon at the Blinkpan colliery near Witbank.

A statement issued by Gencor said the 36-year-old man was apparently murdered for continuing to work despite the strike by gold and coal miners.

He is the first person to die in the strike.

“He was one of a small number of production workers who continued

working despite the strike by almost the total workforce,” the statement said.

The South African Police are investigating but the man's name will not be released until his next-of-kin have been informed.

Meanwhile, the Anglo American Corporation said in a statement that support for the strike on its mines was unchanged.

“Disturbing incidents of intimidation are continuing, and management is very concerned with NUM actions at six gold mine hostels and

four coal mine hostels where NUM shaft stewards are interfering with access to the hostels,” the statement said.

“This action is preventing workers from exercising their free choice to work or not and, in addition, is obstructing the delivery of food supplies.”

A spokesman for the Chamber of Mines said yesterday there had been no perceptible difference in the number of miners participating in the strike.

“Today was the second day of the strike and our information shows that there are between 220 000 and 230 000 miners away from work,” said the chamber's industrial relations adviser, Mr Johann Liebenberg.

“This is the same number of workers who joined the strike on the first day.”

Mr Liebenberg said that, although there had been several deplorable incidents, the level of violence had remained “gratifyingly low”.

He said 68 of the chamber's 99 gold and coal mines were operating normally.

Thirteen out of 55 coal mines and 16 out of 44 gold mines had been sig-

nificantly affected by strike action, with two gold mines partially affected, he said.

However, the total number of mineworkers out on strike was disproportionately high relative to the number of mines affected since a large number of strikers were centred on a small number of big mines.

Stoppages on Gencor gold mines are “approximately the same as reported yesterday,” a spokesman for the group said.

The same situation existed on mines in the Trans Natal Group of Collieries, he added.

The NUM has received messages of support from the World Federation of Trade Unions, the head of the budget committee in the United States Congress, Mr William Gray, and the US labour movement, the AFL/CIO.

Both Mr Gray and the AFL/CIO said the strike was receiving extensive media coverage in the United States and wished the NUM well in its efforts “to end apartheid”.

Britain's National Union of Mineworkers has launched an international appeal for funds to support the striking miners — Sapa

213

12/8/87

Two mine strikers shot dead in clash

213) W/ET/AG/US 29/10/87

JOHANNESBURG. — Two strikers were shot dead and 16 people — 12 strikers and four mine staff — were injured in a clash last night between strikers and mine security at the Kinross gold mine hostel near Evander

A spokesman for Gencor said today that "about 200 muti-painted strikers" were involved.

"Hostel staff retreated to an office but when the attackers started to break down the doors, warning shots were fired by a member of mine security mine security who was in the office," he said

"This did not deter the strikers, who entered the office and attacked the staff with pangas. More shots were fired and two of the attackers were killed.

Wounded

"The mine security men arrived and dispersed the strikers with tearsmoke and plastic shot

"Twelve attackers and four of the mine staff were wounded in the incident"

● Talks "to explore avenues to reach a settlement" between the National Union of Mineworkers (NUM) and the Anglo American Corporation adjourned early this morning and will continue tomorrow, a joint statement from the two parties said

At 12 15am the negotiating teams left the Johannesburg hotel where talks had gone on for nearly seven hours

300 000 workers

The work stoppage has gone on for 19 days and involves up to 300 000 workers

The statement described the talks as "frank" and said that certain undertakings had been discussed. The contents of the discussions would be referred to the NUM members and Anglo's principals — Sapa

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The National Union of Mineworkers (NUM) and Anglo American today resume talks aimed at ending violence at strike-hit Anglo mines, which has resulted in the injury of at least 240 strikers

The talks were last night postponed until today after NUM tabled its own proposals to end strike-related violence

Meanwhile, the strike involving between 220 000 and 340 000 workers at mines in the Free State and the Transvaal entered its eighth day today

At yesterday's meeting, which lasted nearly four hours, NUM proposed that

- Mine security forces be demobilised and removed from the hostels
- Anglo should not call the SAP on to mine property
- Mine security not patrol the mines
- If agreement is reached, a monitoring system should be set up
- Charges against workers arrested during the strike be withdrawn

Anglo's proposals, sent to the union at the weekend, included that all hostels should function normally, that there be normal access to hostels for workers, management and union officials, that there be normal access to shafts and plants with areas designated for peaceful picketing. Anglo also suggested that no force, or the threat of force, be used by management, the union or its members

The chamber, reiterating that its present wage offer to the NUM was final, said yesterday it was prepared to negotiate the establishment of a provident fund and improvements to the death benefit scheme for miners

A chamber spokesman claimed there had been a decrease in the number of strikers and that no new mines had joined the strike

The spokesman dismissed suggestions by the Labour Monitoring Group (LMG) that the strike had cost the gold mining industry in the region of R90 million

● Meanwhile, the Chemical Workers' Industrial Union said about 200 members downed tools yesterday at the Matthey Rustenburg Refinery to protest at the company's decision to relocate to Bophuthatswana and in solidarity with the NUM strikers

● About 104 striking NUM members had been locked out at the Nuclear Fuel Corporation (Nufcor) at Suurbekom near Johannesburg, the chamber said. The lockout followed a deadlock in wage talks at a Conciliation Board meeting yesterday. The lockout was imposed because of management's concern "in the light of recent incidents of sabotage elsewhere in the industry"

The deadlock followed two months of negotiations between NUM and Nufcor. The union is demanding a 30 percent wage increase, against a management offer of between 23,4 percent and 25,9 percent

Rand Mines today said only two coal mines in the group were "partially" affected by strike action, while Gold Fields reported normal attendance

NUM, Anglo resume talks on violence



This unidentified mine worker was one of 53 injured at the Western Deep Levels yesterday. Workers were treated at a local clinic. ● Picture by Alf Kumalo.

Strikers given extended deadline

Amcoal has extended the deadline for striking members of the National Union of Mineworkers (NUM) to return to work at Landau Colliery, threatened with permanent closure

The mine has been listed for closure next year, but Anglo American has said it would close it immediately if the strikers did not return to work

Anglo said in a statement today that after discussions yesterday between Amcoal management

and the NUM on the possible closure of the colliery, "Amcoal has decided to extend the deadline for a return to work by 24 hours"

"This will give the NUM an opportunity to speak to its members today. However, if employees are not back at work by tomorrow morning, their contracts will be terminated"

The union could not be contacted for comment, but it has stated it would not ask members to go back to work

Gold stockpiled to lessen effect of ⁽²¹³⁾ impending strikes ^{EPST}_{4/8/88}

JOHANNESBURG — South Africa's major mining companies have stockpiled gold as a precaution against the threatened national strike by thousands of black miners due to start this weekend, analysts said today

Several mining analysts predicted the strike would be short-lived, citing a concerted effort by SA's six major mining conglomerates to resist worker demands and the weak track record of the black miners' union in sustaining strikes

The National Union of Mineworkers (NUM) has called the strike for August 9 and said it would be supported by at least 200 000 black miners at 28 gold mines and 18 collieries

Stockbrokers estimated that the big mining companies had built up stockpiles roughly equal to one month's production as a safeguard against

any disruption in gold output that might be caused by the strike

"The industry is in a fairly strong position and has the potential to quickly make up lost profits just by slightly improving the grade of ore produced," said Mr Bruce Williamson, a mining analyst at stockbrokers J D Anderson and Co

Mine strike violence increases



Weekend Post
Correspondent

JOHANNESBURG — The six-day-old miners' strike is in danger of developing into a hard-headed confrontation between management and workers, with reports of more arrests and warnings by management that marginal operations could be closed

Police reported in their unrest bulletin today that 27 miners were injured at the Optimum colliery near Middleburg, Transvaal, yesterday

"At Optimum coal mine-security force members and mine security officials were stoned by a large group of mine workers

"The mine workers were dispersed with tearsmoke and shotgun fire"

Twenty-seven people were slightly injured

Six miners were also injured at the hostel at Matla colliery today when mine security clashed with strikers, mine management said

Management said security personnel were also "investigating reports of a build-up of weapons within the hostel"

Some 76 people were hurt at Western Deep Levels gold mine near Carletonville yesterday morning as police and mine security personnel fired rubber bullets at a mob armed with petrol bombs and pangas

This was the worst clash so far in the huge, increasingly violent strike, mine owners conceded

Union and other estimates indicate that more than 220 people have been injured so far in the strike, which started last Sunday

There has been one reported death — a colliery employee who apparently had not joined the strike

Trans-Natal Corporation said five workers from Transvaal Navigation Collieries, near Witbank, who had not joined the strike, were admitted to the Rand Mutual Hospital on Thursday suffering from poisoning

One was serious and the

Anglo American, said today closure of the No 6 shaft, which was a "low grade, marginal operation", was possible

Closure of other shafts could "also become necessary later"

Workers of the No 6 shaft, numbering about 2 000, had been advised to return to work "by August 18 or face termination of their contracts"

Estimates of the number of strikers vary between the chamber's figure of 220 000 and National Union of Mineworkers' (NUM) 340 000. The independent Labour Monitoring Group reported yesterday that a survey it conducted showed that altogether 334 640 of the total of 509 784 black workers were on strike

Anglo, the biggest gold producer, has made it known that no new wage offers will be made

● In another development, the Chemical Workers' Industrial Union said about 1 200 employees at Sasol operations in Secunda were preparing to start

strike action on Monday in support of calls for May 1 and June 16 as paid holidays

● Union leaders met striking workers in a report-back meeting in East London today after the failure of an industrial court application by Mercedes-Benz for an interdict

Demands would now be submitted to the company in a serious effort to bring the dispute to a speedy conclusion, said Numisa spokesman, Mr Les Kettle-das

The strike at Mercedes-Benz started on August 4. Management closed the car plant last week

● Reports say 20 000 members of the Post and Telecommunication Workers' Association (Potwa) who are on a countrywide strike will continue their stayaway "indefinitely"

● In Maritzburg yesterday, police were called when about 400 workers in the technical department went on strike outside the post office in Longmarket Street

Interdict against 16 miners

JOHANNESBURG — Vaal Reefs gold mine has been granted a temporary interdict in terms of which 16 of its striking employees are restrained from committing acts of intimidation

Anglo American made the announcement in a statement issued today

In an affidavit to the court, mine management detailed alleged incidents of intimidation and assault against non-striking employees since the start of the strike, the looting of hostel residents' property and the holding of four employees against their will at the NUM office

The affidavit said the 16 respondents had been identified as being those directly involved in and

Acrimony between NUM, employers over strike

LEVELS of participation in the National Union of Mineworkers' (NUM) strike appeared to have remained constant yesterday, but there were further allegations and counter-allegations of intimidation between the NUM and employers

Only Anglovaal reported any significant change in strike participation, with numbers at the Lorraine gold mine increasing from 400 to 2 570. Chamber of Mines industrial relations adviser Johann Liebenberg said he was pleased the strike had not escalated. He said the industry was still pre-

ALAN FINE

pared to negotiate with the union improvements to the death benefit scheme and establishment of a provident fund. He hoped union members would return to work soon so these talks could begin.

The NUM, meanwhile, has responded to a telex from Anglo American gold and uranium chief Peter Gush, asking that it influence members to desist from taking over hostels and kitchens, by accusing him of provocation.

Anglo said strikers at some mines are preventing workers wishing to work

from doing so by setting up roadblocks and controlling hostel gates.

NUM general secretary Cyril Ramaphosa yesterday denied these allegations.

He said Gush's public statement that strikers would have to pay for any food consumed, and the deployment of large numbers of mine security officials at hostels, was provocative.

Ramaphosa said mine security at the Vaal Reefs No 8 shaft yesterday went

around to hostel rooms with their guns drawn, attempting to intimidate workers into going underground.

Anglo's Bobby Godsell said the company denied this emphatically.

Ramaphosa also said about 50 union shaft stewards in the Westonia region had been arrested. An SAP spokesman said he knew nothing of any such arrests.

Apart from a number of Randfontein Estates employees, few strikers have left mine premises for home.

Cosatu planning solidarity action with mine strikers

E Post 27/8/87 213

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) has discussed with its affiliates "urgent" solidarity action for the National Union of Mineworkers who have been on strike in coal and gold mines for 18 days.

Mr Jay Naidoo, Cosatu's general secretary, told a Press conference in Johannesburg today that the decision was taken at a meeting yesterday involving 350 of the "top leadership" of Cosatu's 13 unions.

The meeting unanimously resolved to "take decisive solidarity action to pressurise the Chamber of Mines to accede to the just demands of the mineworkers" who have been on strike for a pay increase and other benefits.

The meeting decided to contact the heads of the frontline States and trade union centres there as well as the Organisation of African Trade Union Unity, the Organisation of African Unity and the Southern African Development Co-operation Conference to get their support to prevent the latest intensive recruiting campaigns.

It was also decided to approach the United Nations and the International Labour Organisation to report on and publicise the strike.

The meeting resolved to discuss the sale of South African gold and

coal with "international solidarity groups".

Mr Naidoo said shop stewards in many factories were to attempt to get their respective employers to put pressure on the chamber to accede to the strikers' demands.

Last night the Num rejected a revised chamber offer and decided to continue the strike.

Reacting to the NUM decision, the chamber said it was "gravely disappointed at the NUM's evident failure or neglect to lead its members towards acceptance of the chamber's offer and termination of the strike".

It accused the union of failing to ballot members on the issue, and expressed doubt about the union's good faith.

NUM's general secretary, Mr Cyril Ramaphosa, told a late-night Press conference that members had "unanimously" taken the decision after the chamber offer had been "thoroughly examined and seriously considered".

Mr Ramaphosa said members supported the reduction of the union's wage demand from 30 to 27% but emphasised that "the crucial demand is wages".

The chamber's new offer, made during talks with the NUM on Tuesday, provided for an increase in death benefits from two to four years, and a 10% rise in leave allowance. — Sapa

Miners stand by for 'strike'

By THEMBA MOLEFE

TENSION is mounting in the gold and coal mining industry as more than 200 000 members of the National Union of Mineworkers "standby" for an announcement when to go out on a legal strike.

The NUM last week distributed pamphlets among its members at 35 mines countrywide telling them to standby for a national wage strike.

The union's assistant general secretary, Mr Marcel Golding, yesterday said that details of when the action would be taken will be outlined at a Press conference today.

Meanwhile, mining bosses, bracing themselves for one of the largest strikes in the industry, have issued warnings to workers who intend taking part in the action.

Wages

The chairman of the Anglo-American Corporation's gold and uranium division, Mr P E Gush, said in a statement to Sapa that the strike will not lead to a further increase in basic wages.

He said that employees in any strike lost wages and other benefits.

The NUM executive has called for strike action which could commence any day now, according to a union statement, said Mr Gush.

Offer

He said that Anglo has told its employees that strike action would not lead to a further increase in wages. The offer made and implemented is "a good one" and "increases are higher in rand terms than last year's increases."

Anglo American issued the statement against a background of rumours running high in the mining industry that the NUM strike would begin today.

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★ Cape Times, Friday, August 28, 1987 3

Another 19 000 miners sacked by Anglo, JCI

Own Correspondent

JOHANNESBURG — The number of miners dismissed in the 18-day-old strike neared the 30 000 mark yesterday with Anglo American and JCI paying off about 19 000 National Union of Mineworkers (NUM) members who ignored ultimatums to return to work.

In addition, more than 20 000 face dismissal if they fail to return to work today or, in the case of Anglo's Freddie's No 7 shaft, tomorrow.

About 10 500 had been dismissed before yesterday. So far, according to Anglo figures, about 9 300 workers have met the ultimatums.

An Anglo spokesman said the question of re-employing dismissed workers was still being

discussed. Some mines were recruiting labour on short-term and others on longer-term contracts.

The NUM yesterday met managements of three of Gencor's Evander region mines to discuss threats of disciplinary warnings made last week. Management said they were still considering the matter.

Of the significantly hit groups, only Gencor has not given warnings of dismissal. Gold and Uranium chief executive Mr Bruce Evans declined to say whether any were envisaged.

No action has been taken against 4 000 Rand Mines striking employees at the Douglas colliery complex.

Following the rejection of the latest Cham-

ber of Mines offer, an Anglo spokesman said "We will now concentrate all our efforts on returning our mines to full production."

NUM spokesmen could not be reached for comment.

A JCI spokesman said a number at the Randfontein Estates mine have returned to work. However, more than 2 000 had been dismissed up until yesterday, while the deadline at the Cooke No 2 shaft expires today.

An Anglo spokesman said 7 000 workers at the Western Holdings No 2 and 3 shafts, the entire complement, were dismissed yesterday. About 6 000 of the 7 500 at the Western Deep Levels No 3 shaft were dismissed, while the remainder resumed work.

STRIKE CRACKING

~~LEOR~~ (213)

"One sharp meeting" between the Chamber of Mines and National Union of Mineworkers (NUM), on day 15 of the strike, should determine its fate "one way or the other," said the chamber's chief negotiator, Johann Liebenberg, before going into the talks on Tuesday.

Chances of the strike being called off seemed fair to good, as the *FM* went to press, though both sides were, of course, sticking by their public stances on the main issue — wages, which the union wants raised by 30%.

The NUM's Marcel Golding explained the union was responding to Anglo spokesman Bobby Godsell's appeal the day before, which "at least creates a climate for negotiations." Godsell had urged the union to resume negotiations "without preconditions, to prevent further economic loss and violence"

His call for an "honourable" settlement followed the first violent death on an Anglo mine (President Steyn), bring-

ing the death toll to six during the strike on 31 gold mines and collieries.

While a settlement would involve concessions from both sides, said Godsell, he prevaricated when asked if the mines would be prepared to up the wage awards implemented on July 1. The "package" was negotiable, he stressed, alluding to an earlier statement by Anglo Gold and Uranium Division's Peter Gush, who said the mines did "not intend" to move on the wage issue.

"Our stance is that the basic cash wage awarded is fair," reiterated Godsell, echoing the chamber's attitude.

Golding maintains the union has always been open to renewed talks; while it is looking for improvements to the wage offer, it wasn't rigid about it being 30%.

A big factor in the union's agreement to meet the chamber would seem to be the "significant return to work" reported by Godsell at Anglo mines — the main strike sites. Distinct cracks have appeared

Liebenberg said that from a peak of 230 000 out on August 12, there had been a gradual drift back to work, which became "considerable" on days 14 and 15 — and not only at shafts where ultimatums to return-or-be-locked-out had been issued. Rietspruit colliery, for example, was back to "normal" on Tuesday, he claimed. Anglo has ensured it was on legal ground in deciding to exercise the lock-out option, the union says 14 000 miners have been laid off.

The union claimed the only significant returns to work were at three mines (Lorraine, Harmony, Saaiplaas), but that the "core" of the action — Western Deep, Vaal Reefs, President Steyn, President Brand and all the Witbank collieries — was unchanged. It claimed "probably well over 300 000" were still out.

The companies have refused to disclose how much production has been lost, or how many temporary workers (in Anglo's case) have been taken on.

Striking Xhosa miners on their way home by bus from the Transvaal goldfields.

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30 000 striking miners sacked

Daily Dispatch Correspondent

JOHANNESBURG — The total number of miners dismissed in the 18-day-old strike neared the 30 000 mark yesterday with Anglo American and Johannesburg Consolidated Industries (JCI) paying off about 19 000 National Union of Mineworkers (NUM) members who ignored ultimatums to return to work.

In addition, more than 20 000 face dismissal if they fail to return to work today or, in the case of Anglo's Freddie's No 7 shaft, on Saturday.

About 10 500 workers had been dismissed before yesterday. So far, according to Anglo figures, about 9 300 workers have met the ultimatums.

An Anglo spokesman said the question of re-employing dismissed workers was still being discussed. Some mines were recruiting labour on short-term and others on longer-term contracts.

The NUM met with managements of three of Gencor's Evander region mines yesterday to discuss threats of disciplinary warnings made last week. A company statement said management was still considering the matter.

Of the significantly hit groups, only Gencor has not given warnings of dismissal. Gencor's gold and uranium chief executive, Mr Bruce Evans, declined to say whether any were envisaged.

No action has been taken against 4 000 Rand Mines' striking employees at the Douglas colliery complex.

A JCI spokesman said a number of miners at

the Randfontein Estates mine had returned to work. However, more than 2 000 had been dismissed up until yesterday while the deadline at the Cooke No 2 shaft expires today.

An Anglo spokesman said 7 000 workers at the Western Holdings No 2 and 3 shafts, the entire complement, were dismissed yesterday. About 6 000 of the 7 500 at the Western Deep Levels No 3 shaft were dismissed while the remainder resumed work.

Anglo said about 3 000 strikers at Western Deep Levels No 3 shaft, who staged an underground sit-in apparently in protest against the dismissals, voluntarily returned to the surface late yesterday afternoon.

The spokesman said 2 350 miners at Vaal Reefs No 2 and 5 shafts were dismissed while about 3 800 returned to work.

At the New Denmark and Springfield mines 2 900 were also paid off.

Ultimatums for strikers at another Vaal Reefs shaft, Free State Geduld and Ergo have been given for today.

An Anglo spokesman said yesterday the sequence of ultimatums was based on such factors as economy, safety and the prevalence of violence.

A further statement issued after the NUM's rejection of the latest Chamber of Mines offer said: "We will now concentrate all our efforts on returning our mines to full production."

The British Trade Union Congress and the National Union of Mineworkers are mounting a big campaign to raise money for South Africa's striking miners.

Ciskei appeals to miners

BISHO — The Ciskei Somtunzi

Government was concerned that it would be unable to find alternative employment for striking miners, should they lose their jobs.

This was said yesterday by the Deputy Director-General of Foreign Affairs, Mr Headman

He said Ciskei was deeply concerned about the miners' strike as there were about 15 000 miners from Ciskei who would be affected by it. The loss of their jobs could result in a possible loss of wages or salaries of about R5,5-million.

lion. "A special appeal is made to the miners to act calmly and with restraint in this matter. It is the feeling of the government that the two parties can still arrive at an acceptable solution in resolving the dispute," Mr Somtunzi said.

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MINING SHARES AND THE STRIKE

Staying relaxed

As the mining industry's largest strike moves well into its third week, gold share prices on the JSE and in London remained calm, with investors apparently confident the strike will be settled with little real damage to earnings of the affected mines

As the *FM* went to press, the National Union of Mineworkers (NUM) and the Chamber of Mines had resumed negotiations on a settlement. Reports from the various mining houses indicated the strike was weakening on several mines with a steady drift of miners back to work (See *Leaders*). In a further sign of increasing confidence, the mining houses had issued ultimatums to striking workers, calling on them to return to work at a number of mines or face dismissal or unspecified disciplinary action.

While legally striking workers can be dismissed, mine managements have been wary of taking such steps until now. One reason is assumed to be caution about creating a flood of adverse publicity in overseas media about mine management bashing unions; this could cause problems for coal exporters in particular.

Another is scepticism on the attitude taken by the Industrial Court to dismissals following the Marievalle decision against Gencor through which the NUM forced Gencor to reinstate dismissed workers. The key point is that the Industrial Court, in any appeal on unfair dismissal, looks at grounds of fairness as well as the purely legal facts of the case. Presumably, after three weeks, the mining houses feel they have shown enough patience to be fair.

Share price levels, as I noted last week, have remained remarkably unaffected given the magnitude of the strike. The JSE actuary's All Gold index stood at 2 385 on August 7, the last trading day before the strike started, dipped to 2 262 on August 17 and recovered to 2 300 on August 23. One JSE gold analyst says investors taking longer-term views on gold shares have been ready and waiting to buy on any price weakness created by more nervous holders bailing out.

The situation in London has been weaker, but not markedly so. John Bergtheil, mining share salesman at stockbroker James Capel, says the FT gold mine index stood at 733 on July 31 when the gold price was \$457. It rose to 783 on August 6 when the gold price was \$475, but dropped to 680 by August 24 when the gold price was \$458. The difference between 680 and 733 could be interpreted as the effect of the strike on the share price levels.

He says that investors have generally taken the view that the industry could take a two to three week strike and that earnings would

not be badly affected. However, he said a certain caution was apparent early this week when there were no indications at that stage of further negotiations between the NUM and the chamber.

A realistic assessment of the cost of the strike to mines in foregone revenue seems virtually impossible without statistics from those affected. The chamber has rejected the figure put out by the Labour Monitoring Group (LMG) of R190m, but refuses to provide a correct figure. Some analysts I have spoken to also view the accuracy of the LMG's calculations as highly suspect; they say the variables which could affect mine production (*FM* August 21) make such estimates dangerous.

Yet, despite chamber assurances that the strike is not materially affecting production, some producers such as Randfontein, Vaal Reefs, Elandsrand, Western Deep Levels and Freegold must be suffering heavily through lost production and earnings. In the worst case scenario, they could be losing at a rate of about 2% of annual gold production for every week the strike lasts.

On the coal side, the strike at various export collieries seems to have had little effect on coal export levels because of stockpiles at the mines and at Richards Bay. The depressed state of the coal markets meant some collieries were battling to sell anyway. Also, white miners, officials and non-striking workers on open cast coal mines were able to keep a considerable level of production going because of the highly mechanised nature of these operations.

TCOA GM Gerald Robinson says there has been no effect on TCOA coal export shipments because of the strike, nor does he expect any in the foreseeable future. Neither Anglo, Rand Mines nor Gencor would comment on the effect of the strikes on their coal export levels. One analyst reckons coal exports have actually been speeded up because a few nervous customers in the Far East wanted faster delivery of higher tonnages, which the producers have been willing and able to meet.

Brendan Ryan

Showdown nears as miners fired

By Mike Siluma, Labour Reporter

A confrontation between the mining industry and the 700 000-member Congress of SA Trade Unions (Cosatu) moved closer today as the dismissal of thousands of striking miners continued and more ultimatums were issued by Anglo American to strikers.

Cosatu yesterday announced it would embark on a range of actions, locally and abroad, to pressurise the Chamber of Mines "to accede to the just demands of the mineworkers".

Chamber industrial relations adviser Mr Johann Liebenberg today rejected claims by Cosatu that the Chamber's refusal to accede to the NUM demands was part of a generalised employer stance to resist workers' campaigns for a living wage.

The number of strikers fired by Anglo mines yesterday stood at about 19 000, with ultimatums being issued to thousands more.

An Anglo spokesman said today about 19 000 workers at four shafts had deadlines for today, tomorrow and Monday. The shafts are Freddie's No 7, President Steyn No 2, President Brand No 3 and Western Deep Levels No 2.

NUM assistant general secretary Mr Marcel Golding said the dismissals "raised questions about the Chamber's commitment to reach a settlement with the union on wages and working conditions." Management was bent on "breaking the strike and smashing the NUM", he said.

At a Press conference yesterday, Cosatu general secretary Mr Jay Naidoo said the nature of the national solidarity campaign by Cosatu's 700 000 members would be decided at shop-floor level.

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The sword cuts both ways



Wages or politics? It all depends on what you mean by politics. Nobody will be surprised to hear that black trade unionists, like their brothers in the townships, seek the overthrow of the

National Party regime

It was, after all, to roars of approval that Elijah Barayi, president of the Congress of SA Trade Unions (Cosatu), said at its conference last month, that he was there "to bury P W Botha -"

Following the lead given by Cyril Ramaphosa's National Union of Mineworkers (NUM) conference earlier this year, Cosatu duly adopted the Freedom Charter as its guide. This effectively places the union movement under Cosatu within the broad national political (or "liberation") movement, in which the African National Congress (ANC) and United Democratic Front (UDF) have taken positions.

The NUM, Cosatu's flagship, and Cosatu have both lumped together apartheid and capitalism as twin evils to be expunged. At the NUM's congress, Ramaphosa rhetorically approved the "seizure of power by the people," and the unionists have come out in support of comprehensive mandatory sanctions against SA.

Yet despite these signals — or if you like the rhetoric born of frustration — the temptation to see the NUM's strike as "political," in the sense of a lever geared at dislodging the government, should be resisted.

It is political in the sense that such things ultimately are — and in SA wages most certainly have been politically/racially determined historically. These days, of course, the mines are committed to a policy of equal pay for the same work. Even so, *The Economist* is able to tell its readers that "the average pay of a black miner in 1986 was about a fifth of a white miner's pay." Black miners feel the discrepancy acutely. This perception will endure whatever the outcome of this week's developments on the strike (See *Current Affairs*).

On the other hand, the strike is "unpolitical" since it is unequivocally linked to the union's "living wage" campaign — a bread-and-butter issue. But again, bread-and-butter issues, like carving the economic cake, depend on relative power, hence, it's politi-

cal in essence. While the strike has a distinct historical-political context, some observers on the management side feel it is related more to bread-and-butter issues. However, such issues, particularly the "living wage" campaign, take their lead from the Freedom Charter.

cal in essence

Again the question arises how to define "political"?

UCT's senior industrial relations lecturer Kate Jowell offers this definition. "Politics is the struggle to gain authority, or control those who have it." In that sense, she says, the strike is political in that both parties, workers and management, are struggling to control wage levels.

But if by "political" is meant an attempt to gain authority in the wider sphere, or bring down the government, then the NUM strike isn't, she maintains.

The Chamber of Mines' chief industrial relations adviser Johann Liebenberg rejects the notion that the strike is political. "It's a straightforward industrial relations dispute about wages," he maintains.

His counterpart at Anglo American, Bobby Godsell (See *People*), agrees, though he adds that the strike "is being conducted in a highly political environment, which makes it more difficult to resolve."

Godsell's observation that the most difficult aspect of industrial relations in this country is "being caught in the trap of South African history," is illuminating. For example, the legacy of the mines' hostel system has meant more violence during this strike than would otherwise have been the case.

Further, the sticking point of the strike, a 30% wage demand (a gap of only 7% compared to the chamber's implemented offer), ought, other things being equal, to have been bridgeable. Again, the South African legacy is conflict, rather than consensus, over the role of the mining corporations, and the creation and sharing of wealth. From the black viewpoint, their members' average pay is about a fifth that of a white miner's, and never mind explanations about the historical backlog.

Liebenberg has no doubt that in a situation like ours — where black labour rights have leaped ahead of their political rights — "trade unions will increasingly be used as a vehicle to express political aspirations, but this is not the case in this strike."

Anglo chairman Gavin Relly says that despite the difficulties, the strike "is also an indication of progress by South African society towards normalisation." He adds "This step has been taken in the most difficult of circumstances where, inevitably, industrial action takes place against a background of political aspirations. This will continue to be the case until effective formal political institutions for black people are put in place. It is in this context that the current strike must be seen."

Relly has also put the strike in historical perspective. "The mining industry is still in a process of transition from paternalism to modern trade unionism." He goes on to say that, obviously, he does not welcome the strike, which imposes a real burden on workers, companies, and indeed the South African economy. "In the longer run strikes such as this can only result in adjustments to the inputs of capital and labour to the detriment of job opportunities."

This week, the strike's third, saw indications from the union that Relly's message, lubricated by the mines' appeal for resumed negotiations to achieve an "honourable" set-



Ramaphosa



Liebenberg

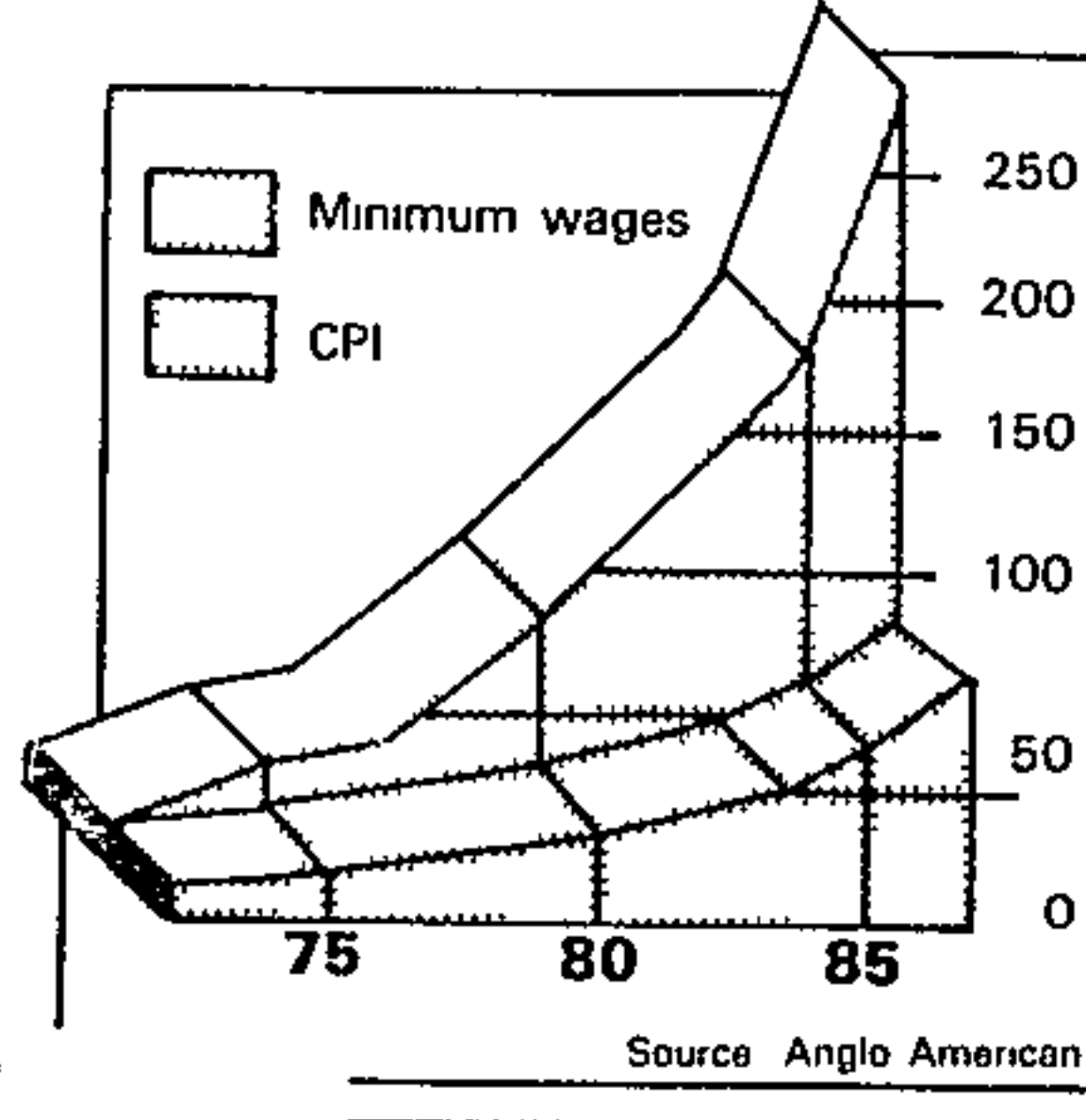


Strikers ... pushing for a 'living wage'

(2/3) FIM 288/87

On the up and up

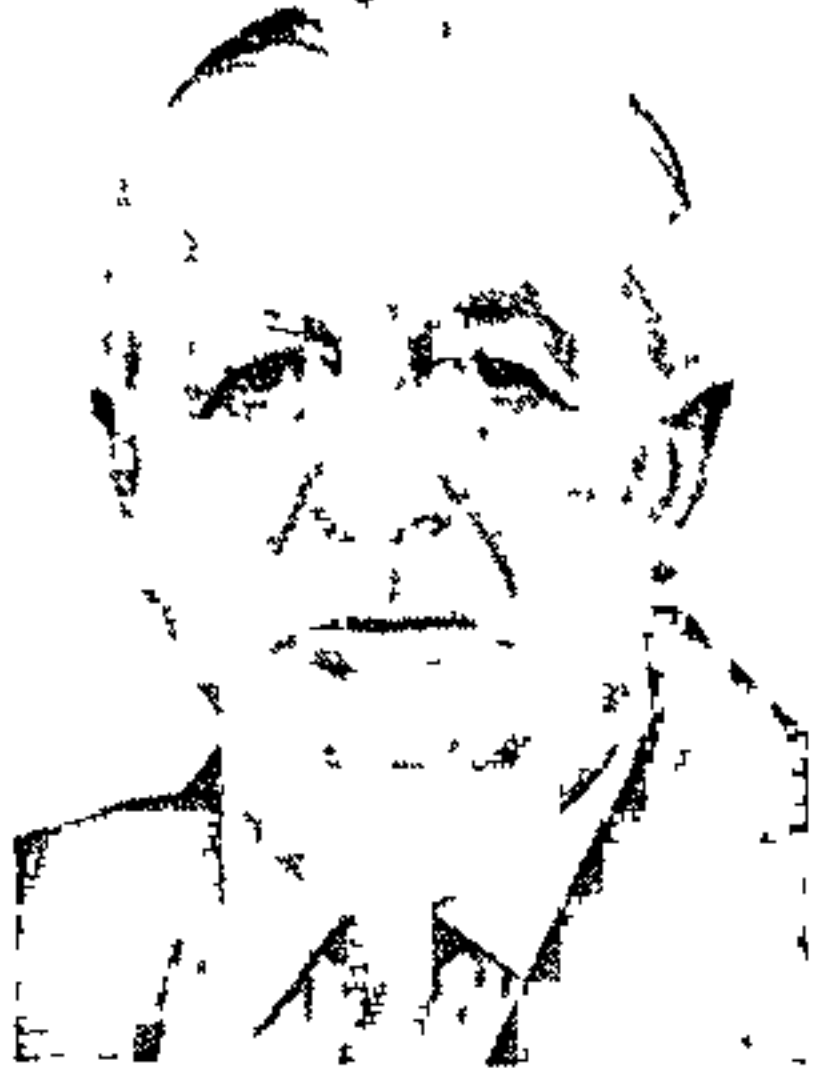
History of minimum wages
(Anglo American gold mines)



tlement, had got through After all, based on chamber estimates of the numbers on strike (230 000) the workers are losing R5,5m a day in wages, if the NUM's higher figure (340 000) is accepted, they're losing around R8,3m a day

The "living wage" campaign was launched by Cosatu in March The demand for a living wage is based on "the fact that the mining houses can afford to pay it," asserts NUM deputy general secretary Marcel Golding, pointing to "record" mine earnings in the past two years

"For the past 10 years," Golding wrote recently, "the gold mines have become used to making massive profits while the mineworkers, who sweat to dig the gold, are getting poorer It is the same on the coal mines We are among the lowest paid workers in the country, but we do the hardest and most dangerous work"



Relly

He says the mines have never pleaded inability to pay as a reason for refusing to meet higher demands. But this is, of course, not the issue from the companies' viewpoint

For one thing, as Relly points out, black mineworkers' real wages have gone up by 85% in the past 10 years, and the mines are committed to further im-

provements The mines also point out that the minimum wage issue is somewhat misleading as novices stay in the lowest grades for only a brief period before moving up, and payments in kind (food and accommodation) amount to an additional R164 a month The average actual cash earnings of all black miners, after the wage rises implemented on July 1, are of the order of R650 a month

The dispute with the union, says Godsell, is really about "how" and "how fast" wages will rise, bearing in mind the long-term viability of the industry and its capacity to continue delivering improved wages and con-

ditions of service

It is also about "setting the pattern for future negotiations, and trying to find a sustainable way of distributing wealth, with the emphasis on bargaining," according to Godsell

After the NUM's brinkmanship of the past three years, of course, the companies are naturally also trying to drive home the lesson that the threat of strike ac-

tion does not automatically mean management will cave in and accede to the union's demands

This is all par for the course in what is still a relatively young and developing collective bargaining culture The test of strength of the 1987 mine strike marks a watershed in that developing relationship In fact, a positive feature has been the attempt — at least by the union and Anglo — to set rules to minimise violence And, unwelcome as it is, the disruption of production does not mean that mines no longer support what Relly calls "the principle of independent free trade

unions"

Strikes, Godsell has said, amount to a form of blackmail Indeed, in more mature collective bargaining relationships elsewhere, there is the view that strikes are almost a mistake, since the threat of one will soon get the adversaries, armed as they are with all the information and aware of each other's resolve, back round the table

In launching its "living wage" campaign, Cosatu did not specify what a living wage is, except to say it's "what we need to live decently," and that individual unions would decide based on local and factory conditions (The various poverty datum lines used by employers are not accepted by Cosatu)

Wage analysis

But the Labour Research Service (LRS), a group of academics in Cape Town, has provided an estimate based on "decent" housing costs making up 25% of a worker's wage It finds that "a modest family home will cost about R25 000 The bond repayment will be R212,50 a month if the first-time buyer's subsidy is taken into account" This multiplied by four gives the LRS estimate of a "living wage" of R850 a month, or R200 a week, or R4,91 an hour in a 40-hour week

For many, of course, wages are simply a function of market supply and demand, and the very idea of a minimum wage is a distortion of this mechanism For the miners, the concept of a "living wage" has far greater political cogency This year's test of strength will be interpreted in various ways — but it's certain that there will be give and take from both sides The mine owners appear very willing to see the unionists' position, perhaps the unionists in turn will in time come to see that the best route for improvements in wages and living conditions lies in considered bargaining through their elected representatives, and that the strike weapon is so drastic that it cuts both ways But the dust has yet to settle before cooler assessments can take precedence again

Strike will hurt — Amic

By Sven Lunsche

Anglo American Industrial Corporation (Amic) admitted yesterday disruptions in the mining industry could have an adverse impact on group results for the second six months of the year

"The miners' strike will affect Amic subsidiaries and associated companies which serve this industry and although earnings for the full year will show an improvement on those for 1986, the growth is expected to slack-

en in the second half," the directors say in a statement accompanying interim results.

Attributable earnings for the first six months at R132 million were up 37,5 percent on the 1986 figure, pushing the interim to 65c a share, 10c up on last year

Turnover rose 15,3 percent to R1,691 billion, with trading profits improving by R32 million to R212 million and income from associated companies rising by 43 percent to R63 million

The directors say export markets and certain sectors of the domestic economy performed better than expected at the end of 1986

"Both Mondi and Boart made increased contributions to group earnings, while Scaw continued to earn satisfactory profits Highveld recorded slightly lower earnings, but AECL, the group's major associate, experienced another successful year, as did all other associates"

Start 2/3

NUM strike talks, seventh miner dies

CAP 1-15 29/8/84 2/3

JOHANNESBURG — The leader of the miners' strike met representatives of Anglo American here yesterday for talks that could lead to a full or partial settlement of the 19-day-old stoppage by about 330 000 miners

Gencor said a non-striker was stabbed and burned to death yesterday on his way to work at the TransNatal Colliery west of Johannesburg

He was the seventh miner killed in strike-related violence. Others have included men killed in internecine battles and three men shot and killed by private mine security forces

The National Union of Mineworkers (NUM), Anglo and the Chamber of Mines all declined to comment on settlement talks

UPI tracked down the secretary of NUM, Mr Cyril Ramaphosa, and Anglo American representatives who were meeting in a hotel room

The meeting was the first since miners voted by a show of hands Wednesday to reject a settlement offer that included increased holiday pay and

death benefits, but no pay award

One mining source said Anglo American was not authorized to negotiate on behalf of the industry, but said a full settlement "might depend what happens at this meeting"

The talks started after four hours of intense discussions and telephoning among the three parties involved. All sides remained tight-lipped about what was under discussion

Anglo American, which employs more than half the 330 000 strikers, appeared to halt its programme of dismissals for some hours

Spokesman Mr Paul Clothier reported later, however, that more than 8 000 strikers were fired yesterday, taking the number dismissed since the strike began to 36 000

Widespread violence marred the first two weeks of the stoppage, which is estimated by the independent Labour Monitoring Group to have cost the industry more than R260 million in pre-tax earnings — UPI

116.

Anglo American, miners' union locked in late-night negotiations

18/8/81
23/8/81
24/8/81

Strike: 'end is near'

STAFF REPORTERS and SAPA

The National Union of Mineworkers and an Anglo American Corporation delegation were meeting in a Johannesburg hotel last night for discussions on the 19-day gold and coal mine strike — and it was being confidently predicted that the end of the strike was imminent.

While the meeting was in progress the latest figures showed the number of strikers who have either already lost their jobs or are in danger of doing so had risen to 45 000

The meeting at the luxury Carlton Hotel was being closely monitored by a contingent of local and foreign reporters, but, at the time of going to press, no information was forthcoming. Originally scheduled to last no more than an hour, the meeting had dragged on until late as both parties were thought to be hammering out the terms of the compromise.

Anglo is the country's biggest gold producer and most of the NUM's membership is on Anglo mines.

LATE FLASH

Early this morning in a joint statement by Anglo American and NUM it was stated the meeting had explored avenues to settle the strike. The statement added, "The contents of the discussions will be referred to the members of NUM and the principals of AAC." A further meeting, said the statement, would be held tomorrow.

Union and Anglo spokesmen not attending the meeting would not comment on the talks, but the dismissal of thousands of strikers by Anglo during the legal strike's course was certain to be on the agenda, an industry observer noted.

Earlier, Anglo said in a statement that more than 12 000 striking miners at three mines administered by the group were being dismissed as the deadlines for their return to work passed.

The deadline for 6 200 strikers at President Steyn's No 2 shaft expired at 8 am yesterday and the strikers were paid off.

At the Free State Geduld No 2 shaft, 4 000 strikers were to be paid off yesterday.

At Freddie's No 7 shaft 2 000 strikers were paid off, Anglo said.

At Western Deep Levels No 2 shaft the deadline for 7 500 strikers expired at 9 pm last night.

This brings the total of miners dismissed since the start of the strike 20 days ago to almost 45 000.

Anglo added that a further 4 200 miners might lose their jobs by Monday.

The Trans-Natal Coal Corporation has reported the death of an employee of the Matla Colliery, near Kriel, yesterday morning.

"The employee was on his way to work when he was murdered by being repeatedly stabbed, before being set alight," the corporation said in a statement.

"He was one of a small number of employees who, despite severe intimidation, did not participate in the strike by the majority of the mine's workforce."

The incident was being investigated by the police. The name of the dead man could not be released until his next of kin had been in-

● TO PAGE 2

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29/8/85

Miners' strike: end said to be near

● FROM PAGE 1

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th the native tem- popula- lists.

formed, the statement said

Parliament was told yesterday by the chairman of the Ministers' Council in the House of Assembly, Mr FW de Klerk, that the Government would not sit back and watch outsiders undermine the country's mining labour force

He was reacting to statements by the Conservative Party's labour spokesman, Mr Arrie Paulus (CP Carletonville), that the Government was not doing anything to control the strike

● The Saturday Star's Africa News Service reports that Lesotho and Mozambique would face economic disaster if they were to accept a call by the Congress of South African Trade Unions (Cosatu) to stop the recruitment of labour for South African mines while the strike lasts

Although no official reaction to the call has been made by either of the two countries, the arrest in Lesotho of two NUM members is an indication of where the Lesotho government stands on the issue

Last year the head of Lesotho's military government, Major-General Metsing Lekhanya, advised Basotho working in South Africa that they should not allow unions to jeopardise their livelihood

He said that although unions could speak on their behalf to redress their grievances they should not be used to the detriment of their employment on the mines

General Lekhanya's fears are understandable as the South African mines are his country's main source of income

In 1984 there were about 138 000 Basotho employed in the South African economy and their remittances accounted for 52 percent of the gross national product. In that year 21 percent of Lesotho's labour force was employed in South Africa

In 1985 there were 118 855 Basotho employed on South Africa's mines. In February this year there were 110 519 Basotho on the mines

Repatriated earnings by Basotho miners in South Africa last year are re-

ported to have been more than 40 percent of the Lesotho gross domestic product.

Estimates by a researcher at the Pretoria-based Africa Institute say the remittances by the miners are 10 times more than the total value of the country's exports

There were nearly 50 000 Mozambicans working on South African mines in February this year.

This number will be reduced to about 30 000 following the South African Government's decision last year to reduce their numbers.

When, in October, Pretoria threatened to repatriate all the 61 500 Mozambicans then working in South Africa's mines, it was estimated that they were sending home about R110 million a year, a considerable portion of the country's budget.

Other estimates at the time said that if all miners were returned, Mozambique would stand to lose R210 million a year — about half the amount of its 1984 budget and more than the total value of its 1985 exports

Some estimates say that the miners' remittances are twice the total value of Mozambique's exports

If Mozambican nationals were prevented from seeking work in the South African mines, about one million people, mainly from the impoverished provinces of Gaza and Inhambane, would be affected

The large number is accounted for by the fact that polygamy is common in the area and there are often more than 20 people in a family

The Mozambican government has so far not reacted to Cosatu's plea for an end to the recruitment of labour as long as the strike carries on.

The Mozambique News Agency, AIM, said that on Saturday 100 Mozambicans had arrived in South Africa to work on the mines

It added that the country's trade union movement, the Organisation of Mozambique Workers (OTM), was to ask the government "to ensure that Mozambican migrants are not used to break the strike"

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Apartheid 'to be tried'

PARIS — African lawyers said yesterday that they

Mine strikers vote to stay out

The Argus Correspondent

JOHANNESBURG. — Striking members of the National Union of Mineworkers have rejected a revised Chamber of Mines offer which excludes wage adjustments

The union has decided to continue the strike, now in its 18th day

The chamber said it was "gravely disappointed at the NUM's evident failure to lead its members towards acceptance of the chamber's offer and termination of the strike".

It accused the union of failing to ballot members and expressed doubt about the union's good faith

Union's secretary Mr Cyril Ramaphosa said last night that members made the decision unanimously after the chamber offer was "thoroughly examined and seriously considered"

Mr Ramaphosa said members supported the reduction of the union's demand from 30 to 27 percent, but emphasised that "the crucial demand is wages"

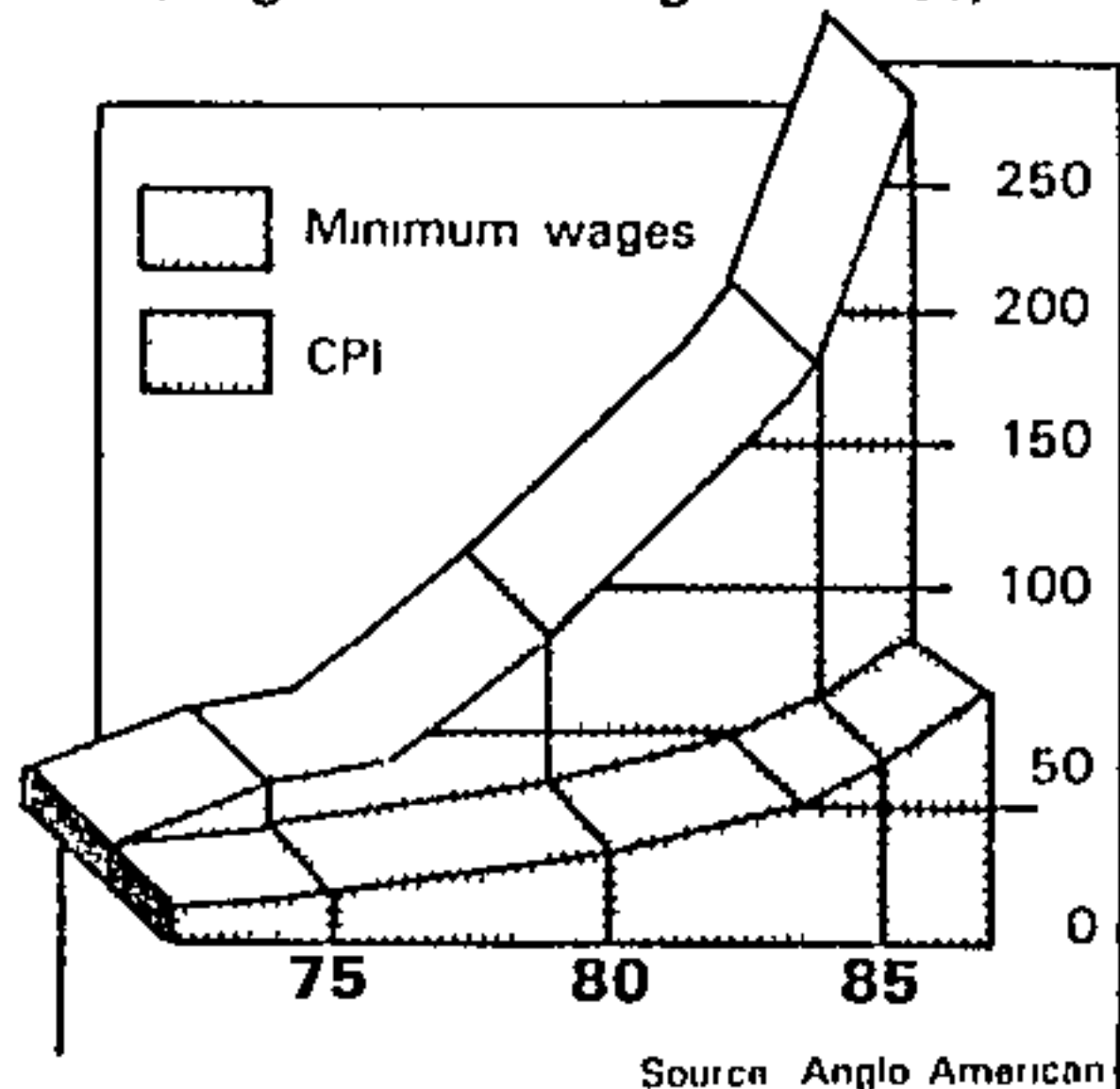
The chamber's new offer — made during talks on Tuesday — provided for an increase in death benefits from two to four years and a 10 percent rise in leave allowance.

Union demands rejected by the chamber are the recognition of June 16 as a paid holiday, a further increase in the employers' pay-rise offer of between 16 and 23,4 percent and danger pay

(217) (18) FIM 2818107

On the up and up

History of minimum wages (Anglo American gold mines)



Source: Anglo American

tlement, had got through. After all, based on chamber estimates of the numbers on strike (230 000) the workers are losing R5,5m a day in wages, if the NUM's higher figure (340 000) is accepted, they're losing around R8,3m a day.

The "living wage" campaign was launched by Cosatu in March. The demand for a living wage is based on "the fact that the mining houses can afford to pay it," asserts NUM deputy general secretary Marcel Godsell, pointing to "record" mine earnings in the past two years.

"For the past 10 years," Godsell wrote recently, "the gold mines have become used to making massive profits while the mineworkers, who sweat to dig the gold, are getting poorer. It is the same on the coal mines. We are among the lowest paid workers in the country, but we do the hardest and most dangerous work."

He says the mines have never pleaded inability to pay as a reason for refusing to meet higher demands. But this is, of course, not the issue from the companies' viewpoint.

For one thing, as Relly points out, black mineworkers' real wages have gone up by 85% in the past 10 years, and the mines are committed to further improvements. The mines also point out that the minimum wage issue is somewhat misleading as novices stay in the lowest grades for only a brief period before moving up, and payments in kind (food and accommodation) amount to an additional R164 a month. The average actual cash earnings of all black miners, after the wage rises implemented on July 1, are of the order of R650 a month.

The dispute with the union, says Godsell, is really about "how" and "how fast" wages will rise, bearing in mind the long-term viability of the industry and its capacity to continue delivering improved wages and con-



Relly

ditions of service.

It is also about "setting the pattern for future negotiations, and trying to find a sustainable way of distributing wealth, with the emphasis on bargaining," according to Godsell.

After the NUM's brinkmanship of the past three years, of course, the companies are naturally also trying to drive home the lesson that the threat of strike ac-

tion does not automatically mean management will cave in and accede to the union's demands.

This is all par for the course in what is still a relatively young and developing collective bargaining culture. The test of strength of the 1987 mine strike marks a watershed in that developing relationship. In fact, a positive feature has been the attempt — at least by the union and Anglo — to set rules to minimise violence. And, unwelcome as it is, the disruption of production does not mean that mines no longer support what Relly calls "the principle of independent free trade

unions"

Strikes, Godsell has said, amount to a form of blackmail. Indeed, in more mature collective bargaining relationships elsewhere, there is the view that strikes are almost a mistake, since the threat of one will soon get the adversaries, armed as they are with all the information and aware of each other's resolve, back round the table.

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Wage analysis

But the Labour Research Service (LRS), a group of academics in Cape Town, has provided an estimate based on "decent" housing costs making up 25% of a worker's wage. It finds that "a modest family home will cost about R25 000. The bond repayment will be R212.50 a month if the first-time buyer's subsidy is taken into account." This multiplied by four gives the LRS estimate of a "living wage" of R850 a month, or R200 a week, or R4,91 an hour in a 40-hour week.

For many, of course, wages are simply a function of market supply and demand, and the very idea of a minimum wage is a distortion of this mechanism. For the miners, the concept of a "living wage" has far greater political cogency. This year's test of strength will be interpreted in various ways — but it's certain that there will be give and take from both sides. The mine owners appear very willing to see the unionists' position, perhaps the unionists in turn will in time come to see that the best route for improvements in wages and living conditions lies in considered bargaining through their elected representatives, and that the strike weapon is so drastic that it cuts both ways. But the dust has yet to settle before cooler assessments can take precedence again.

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MINERS' STRIKE

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Trial of strength

7/8/81

Which side will relent in the first real "trial of strength" between the Chamber of Mines and the National Union of Mineworkers (NUM), due to kick off on Sunday night, remains to be seen

Suffice to say that with 200 000 miners involved (170 000 says the chamber), it is potentially the biggest legal strike ever called in the mining industry in SA. Some 28 goldmines and 18 collieries are targeted. On the face of it, Anglo American Corporation could be most affected as the union is recognised at all its 13 goldmining operations, and all but four of its 13 collieries.

Noting with regret the NUM's decision to call a strike, the chamber said on Tuesday it had "no intention of awarding a further increase." It sincerely hoped the union would reconsider its decision by Sunday. According to the chamber, the increases implemented on July 1 were higher than those granted last year and gave most employees a substantial increase in real terms. The increases (15%-23,5%), it added, "were well received by the work force."

Announcing the strike date — three weeks after the decision was taken — NUM general secretary Cyril Ramaphosa said "almost 200 000 members voted in favour of a strike"

→

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to pursue their demands" — even though, he added, the chamber believes they have offered the highest ever in money terms

The union wants a 30% wage rise, 30 days leave, June 16 as a paid holiday, danger pay, and death benefits to be increased to five years' earnings "Our members are not kidding," Ramaphosa warned In reply to a question he did, however, say the union is "always open to fresh offers" But this looked highly unlikely

Based on the union's record during its tightly organised 1985 strike, labour consultant Brian Allen says that if the NUM says it will call a strike, it will Only its scale and duration are imponderables at this stage The dispute has effectively become something of a crude power play, avers Allen

The NUM's stance in the face of what many outsiders consider to be a fair increase is essentially tied to the union federation Cosatu's "Living Wage Campaign," which amounts to nothing less than a drive for a redistribution of wealth

Both sides will of course feel the economic pressure of a strike The question is who can hold out longest and what leverage can be brought by either party to obtain concessions

While the new high in the gold price would seem to favour the union in one way (goldmines wouldn't want to miss the boat), it favours the mining companies in another (they will get more from lower production) Also, of course, the union members will lose pay And despite the overwhelming ballot result in favour of striking, at what point will workers feel they've sacrificed enough? The NUM is not known to have strike funds, but then Ramaphosa refuses to disclose anything about its financial resources

Although the strike is legal, the companies still retain their civil right to sack strikers But clearly such action would have widespread implications and would not be taken lightly

Further, strikes in SA have become pretty violent episodes, notes Allen, and violence could occur, probably at the hostels and possibly as a result of intimidation, although the NUM was this week informing workers of strike rules and procedures

Yet it is the sheer scale and numbers involved that could see the strike taking on a momentum of its own It's a major exercise to control, Allen points out

□According to the chamber, 20 collieries (out of 37 affiliated to the chamber) will be affected They are Anglo American's Arnot, Bank, Goedehoop, Kriel, New Denmark, New Largo, New Vaal, Springfield, Cornelia, SA Coal Estates, Vryheid Coronation, Blinkpan, Rand Mines' Douglas Collieries (including the Douglas, VanDyksdrift and Wolvekrans sections), Lonrho's Tweefontein, Gold Fields' New Clydesdale, and Gencor's Matla, Optimum, Transvaal Navigation and Usutu

The 26 (of 36) goldmines affected would be

Blyvooruitsig, Bracken, Deelkraal,

Elandsrand, Free State Consolidated (including the North region's Freddie's, Free State Geduld and Western Holdings, and the South region's President Brand, President Steyn and Saaiplaas), Pootvlei, Kinross, Leslie, Libanon, Marievale, Randfontein Estates, St Helena, Stilfontein, Vaal Reefs' east, south and west divisions, Western Areas, Western Deep Levels' north and south divisions

MINING - STRICES
1987

to begin a legal strike

NUM

WAGNES



SECRETARY: Ramaphosa.

THE National Union of Mineworkers yesterday ended weeks of speculation and announced that its more than 200 000 members in the gold and coal mines begin a legal wage strike on Sunday night.

Wage talks between the Num and the Chamber of Mines broke down in June

Addressing a Press conference yesterday the Num's general secretary, Mr Cyril Ramaphosa, said the strike could be the biggest in mining history. He said the union's executive committee decided at the weekend to start the national

THE DAY

By **THEMBA MOLEFE**

strike at 28 gold mines and 18 collieries next Sunday night

During this week the Num's regional and branch strike committees will be meeting to finalise details

Mr Ramaphosa said the industrial action would proceed despite mine management's threats to dismiss workers, close mines, call the police, threaten to use mine security and to "starve" striking workers

"It has come to our attention that certain mine bosses will charge workers R5 a day for food and accommodation at the mines," Mr Ramaphosa said

He said the Num was consulting with its lawyers in this regard

Wages

Anglo American's Mr P E Gush said that the strike would not lead to any further wage increases in basic wages

He said that those workers who took part in the action will not be paid for the duration of the strike and would have to pay for their own food and accommodation

Num demanded a 30 percent wage increase, 30 days' leave, June 16 as a paid holiday, danger pay and that death benefits be increased to five years' earnings instead of two years

The Chamber of Mines rejected the demands and refused to go for mediation following Num's request

The Num is presently in dispute with 12 other mining corporations over wages

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[Signature]

Nantule and Flora await their fate . . .

By Therese Anders,
Highveld Bureau

Striking Witbank coal miner Nantule Tutu and his wife, Flora, sat in the sun near their Landau Colliery hostel waiting to learn their fate.

The laughter of their young children in the playground, outside the mine's National Union of Mineworkers' office, brought smiles to the troubled couple.

Nantule and the mine's 800 other striking black workers had not returned to work by Anglo American's Monday morning deadline.

Now they wanted to see if the giant mining house meant business when it said it would close the colliery immediately and permanently.

The mine had been due to close next March anyway, but Nantule and most other miners had hoped to be placed at other Anglo mines or, at the very least, receive handsome severance payments.

This would not happen if Anglo shut the mine now and dismissed all strikers.

Within days, or even hours, they could all be out on the street, even though NUM claims it is unlawful to dismiss workers during a legal strike.

For the Tutus, the strike and possible mine closure comes only six months after they became "a real family"

Flora and her three youngsters — aged four, three and one — were among the first families to move into the previously all-male coal mine hostels in the Witbank area.

Since March, a small hostel room with two beds has been their home.

They share ablution and kitchen facilities with other reunited families in a hostel now taken over by married miners.

Mine management initially tried to get the families out of the hostels. But eventually turned a blind eye.

Before March, Flora and the children lived far away in a rural Transkei village, seeing

Striking Witbank coalminer Nantule Tutu, his wife Flora and children . . . their fate hangs in the balance after strikers failed to meet deadline.

Nantule once a year only, when he returned on holiday.

"It is good to be with my man . . . it is good for the children to see him every night," says the quietly spoken 26-year-old.

Nantule agrees. Until his family arrived, he had spent 15 of his 30 years living in single-sex hostels — 10 of those at Landau

As an underground rig operator he is paid R408 a month before deductions

"This job is too much dangerous but we get no danger pay. We work very hard for too little money," says the man who, as a child, had no opportunity of formal schooling.

He says he supports NUM wholeheartedly in their wage struggle.

But he and the other Landau coalminers were given notice that if they failed to report by the Monday deadline, there would be a "lock-out" and their contracts would be terminated

the next day. This deadline has now been extended until today.

Nantule doesn't pretend to understand the Landau miners' predicament.

There is nothing he, Flora and the children can do now but wait.

Their future is in the hands of lawyers — NUM's and Anglo American's.

The only thing they are sure of is that whatever happens in the next few days, even if it means returning to Transkei, they will be together.



200 000 miners plan to go on strike ⁽²¹³⁾ starting on ~~August~~ ^{1/8/87} August 9

SP087 3/8/87

JOHANNESBURG — An estimated 200 000 miners will go on strike on August 9, the National Union of Mineworkers announced today

General Secretary of the 300 000-member NUM, Mr Cyril Ramaphosa, told the Press in Johannesburg that the strike would affect 28 gold mines and 18 coal mines.

Mr Ramaphosa said the strike, legally balloted by NUM members after wage talks failed last month, would start with the night shift on Sunday, August 9

NUM wage demands included a 30% across-the-board increase, leave of 30 days a year, June 16 as a paid holiday and dan-

ger pay equivalent to 5 years' earnings. The Chamber of Mines — representing South Africa's six largest mining houses, offered increases ranging from 16% to 23,4%

Mr Ramaphosa said presently, miners got 18 days annual leave, received no danger pay for working in hazardous conditions and only received 2 years' salary compensation

Last week, chairman of the Anglo American Corporation's Gold and Uranium Division, Mr E P Gush, issued a statement saying that strike action by NUM members would not lead to a further increase in basic wages and that by striking miners would lose wages and other benefits

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THE National Union of Mineworkers (NUM) has called a media conference for this morning to announce details of a planned nationwide wage strike on mines affiliated to the Chamber of Mines.

The NUM national executive met yesterday to discuss the matter.

But general secretary Cyril Ramaphosa declined to say whether he was planning to announce the strike date today. The union has previously said it would give 24 hours notice of the action. The NUM has rejected management speculation that delays in calling a strike are due to union uncertainty that it can mobilise its members.

Deadlock was reached when the NUM rejected a chamber offer of increases ranging from 15% to 23,4%. In a subse-

Strike: NUM to give details today

(213) (11/11/87) B Day 3/8/87

ALAN FINE

quent strike ballot on 27 gold mines and 18 collieries, about 95% of 210 000 participants voted for strike action.

Anglo American gold and uranium division chairman Peter Gush warned the NUM a strike would not lead to another increase in basic wages and that in any strike employees lost wages and other benefits.

He told SAPA "We have communicat-

● To Page 2

NUM to give national strike details today

ed with our employees to reiterate that strike action will not lead to a further increase in wages. The offer made and implemented (with effect from July 1) is a good one and increases are higher in rand terms than last year's increases.

"Furthermore, employees who participate in a strike lose pay for the days that

they are off work. In addition, employees will have to pay for food and accommodation while they are on strike."

A chamber spokesman yesterday declined to comment.

● From Page 1

Strike meeting on again today

NUM, Anglo in move to end violence

ALAN FINE

THE National Union of Mineworkers (NUM) and Anglo American met for three hours yesterday and will continue discussions today on ways of eliminating violence on strike-bound mines.

Anglo's Bobby Godsell described the discussions as "constructive" NUM general secretary Cyril Ramaphosa said, however, he did not wish to characterise the talks as positive until, and unless, they were successfully concluded.

The discussions were adjourned to allow Anglo to consider a number of NUM proposals tabled at yesterday's meeting at a Johannesburg hotel.

Ramaphosa said the union was willing to accept Anglo's proposals and communicate them to strike committees, provided the company accepted the union's suggestions.

He said the company's proposals were insufficient, but believed adoption of the entire package would help restore calm on Anglo's mines.

Anglo has proposed that all hostels should function normally under management control, there should be normal

SUGGESTIONS by the Labour Monitoring Group (LMG) that the miners strike had cost the gold mining industry about R93m were dismissed yesterday by a Chamber of Mines spokesman.

He said the LMG's estimates of the number of people out on strike were inflated as were its utterances on the cost of the strike. The LMG had said Rand Mines' foregone profit could not be calculated because cost figures had not been released by the Harmony Mine, its only gold mine — the LMG said — to be affected by the strike. That was not true. Harmony had not been affected by the strike at all.

access to hostels for workers, management and union officials, there should be normal access to shafts and plants with areas designated for peaceful picketing, should the union request this, and force or the threat of force should not be used by management, the union, or union members to prevent workers from striking peacefully or working normally.

The NUM told Anglo that mine security

● To Page 2

NUM, Anglo try to end violence

ity personnel should stop maintaining a visible presence. They should be removed from hostel areas and cease patrolling. In addition, Anglo should agree not to call in the SAP under any circumstances.

This, Ramaphosa said, would remove many causes of provocation.

Further, NUM said, charges laid against scores of strikers in the past week should be withdrawn. Among those are 33 Ergo employees charged with trespass.

Ramaphosa said: "If the company withdraws these charges we will believe Anglo is not in collusion with the State against us." Another 53 Western Deep Levels miners are facing public violence charges.

The NUM further proposed the mines should be opened to the media so the

media could assess where violence originated, Anglo should reverse its decision to charge strikers for food and accommodation, and workers disabled in strike violence should be compensated from a fund which should be established by Anglo.

It also said workers allegedly being detained in mine security barracks should be released.

Godsell declined to comment on the NUM proposals while talks were in progress.

Meanwhile, all mining groups except Gencor reported no change in strike levels yesterday.

A Gencor spokesman said attendance improved at a number of the group's gold mines.

● From Page 1

Sasol recruiting British miners to SA — report

Firm denies bid to break strike

LONDON — A British firm is recruiting mineworkers to South Africa in a bid to break the country's mining strike, the London Daily Express said yesterday.

"Sasol, which has a huge mine in the East Transvaal, is recruiting British workers through their Birmingham office," said the newspaper

The Daily Express said Britain's National Union of Mineworkers had criticised the move, calling it a "dirty trick" and warning UK miners not to be conned

Sasol said the recruitment drive was not linked to the strike

"We want workers to replace miners who left before the strike started

Meanwhile, in Johannesburg, despite a report of "relative calm" from most gold and coal mines in the Anglo American group, 24 people were injured, with three in hospital, after a clash at Vaal Reefs Number 9 shaft yesterday, an Anglo spokesman said yesterday

On the seventh day of a national strike of gold and coal miners, the company said "The strike situation at Anglo American Corporation (AAC) administered gold and coal mines has been relatively calm in the past 36 hours, with one incident involving a confrontation between strikers and mine security reported"

Vaal Reefs gold mine had been granted a temporary interdict in terms of which 16 of its striking employees, 12 of them National Union of Mineworkers shaft stewards, were restrained from, among other actions, alleged intimidation, Anglo said

AAC said in a statement the 16 were restrained from intimidating or

threatening other mine employees, damaging mine property, creating a disturbance, abducting people or in any way interfering with the freedom and safety of other employees and obstructing entry to and exit from the mine's premises.

In an affidavit to the court, mine management detailed alleged incidents of intimidation and assault against non-striking employees at the mine's No 9 shaft, since the start of the strike; the looting of hostel residents' property; and the holding of four employees against their will at the NUM office at the No 9 shaft

More than 20 miners were injured yesterday in a clash with mine security at strike-hit Matla colliery at Witbank, the NUM said yesterday

Matla mine management said earlier that six miners had been slightly injured when security men fired rubber bullets at striking workers who had pelted them with rocks and mine roof bolts

About 2 000 miners are on strike at Matla.

At least R90 million has been lost by Anglo American, Gencor and JCI in revenue and profits since the country-wide strike by mineworkers last Sunday, according to the Labour Monitoring Group.

Twelve thousand workers at Sasol's plants and mines at Secunda are scheduled to go out on strike today over the issue of May 1 and June 16 as a paid holiday, the Chemical Workers' Industrial Union said

Mine stayaway varies as strike begins

213

19/8/87

Dispatch Correspondent
JOHANNESBURG — As the showdown on South Africa's gold mines and collieries got under way last night, early indications were of strong worker support for the strike at Anglo American and the Witbank coalfields

The other group where the National Union of Mineworkers (NUM) is strongly represented, Gencor, reported poor attendance at East Rand and Evander gold mines. Overall, though, the majority of nightshift employees had reported for work, a spokesman said.

News from JCI was incomplete

Gold Fields and Rand Mines reported that night shift at their mines had begun work as normal.

An Anglo spokesman, Mr Bobby Godsell, said last night the strike was effective "in many but by no means all regions". The degree of strike action varied from shaft to shaft.

He said it was most effective at mines on the West Rand and "patchy" elsewhere.

Mr Godsell described the night as "relatively quiet" but reported two incidents. At Western Deep Levels NUM members had taken over kitchen operations. This was apparently a reaction to a management statement that workers would be charged for food during the strike.

At another mine, he said, strikers locked the gates to prevent others going to work.

Gold Fields said it appeared that all nightshifts went down as normal at 9 pm. However, the NUM's assistant gen-

eral secretary, Mr Marcel Golding, said the union had received confirmation that members at the Venterspost No 2 shaft had not gone to work.

Gold Fields added that "at this early stage" it was impossible to give any accurate indication of any variance in normal Sunday absentee rates.

A JCI spokesman said "some" workers had gone underground at Randfontein Estates. He said some workers were seen leaving the mine by taxi in the afternoon, apparently in line with the NUM advice that members go home during the strike.

Mr Golding said workers at Randfontein Estates had joined the strike in large numbers.

The JCI spokesman said he had had no reports from Western Areas and therefore assumed all was normal there. Mr Golding said roadblocks had prevented access by NUM officials to the mine.

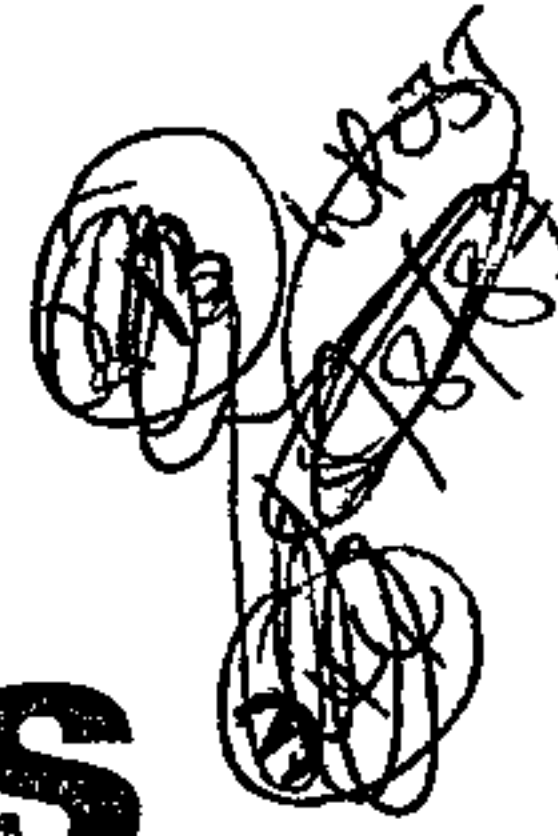
He said the union had learnt that the strike on the Witbank coalfields, where 30 000 are employed, was almost total.

Amcoal and Lonhro said they would begin monitoring the strike only this morning.

An Anglovaal spokesman confirmed NUM allegations that a worker was shot at the Lorraine gold mine. He said mine security had fired three shots in an attempt to disperse an "unruly and very excited" crowd.

Earlier, the Congress of SA Trade Unions (Cosatu) warned it would call on its members to join the miners' action if the government tried to break the strike.

Mine strike violence increases



Weekend Post
Correspondent

JOHANNESBURG — The six-day-old miners' strike is in danger of developing into a hard-headed confrontation between management and workers, with reports of more arrests and warnings by management that marginal operations could be closed

Police reported in their unrest bulletin today that 27 miners were injured at the Optimum colliery near Middleburg, Transvaal, yesterday

"At Optimum coal mine... security force members and mine security officials were stoned by a large group of mine workers

"The mine workers were dispersed with tearsmoke and shotgun fire"

Twenty-seven people were slightly injured

Six miners were also injured at the hostel at Matla colliery today when mine security clashed with strikers, mine management said.

Management said security personnel were also "investigating reports of a build-up of weapons within the hostel"

Some 76 people were hurt at Western Deep Levels gold mine near Carletonville yesterday morning as police and mine security personnel fired rubber bullets at a mob armed with petrol bombs and pangas

This was the worst clash so far in the huge, increasingly violent strike, mine owners conceded

Union and other estimates indicate that more than 220 people have been injured so far in the strike, which started last Sunday

There has been one reported death — a colliery employee who apparently had not joined the strike

Trans-Natal Corporation said five workers from Transvaal Navigation Collieries, near Witbank, who had not joined the strike, were admitted to the Rand Mutual Hospital on Thursday suffering from poisoning

One was serious and the

Anglo American, said today closure of the No 6 shaft, which was a "low grade, marginal operation", was possible

Closure of other shafts could "also become necessary later"

Workers of the No 6 shaft, numbering about 2 000, had been advised to return to work "by August 18 or face termination of their contracts"

Estimates of the number of strikers vary between the chamber's figure of 220 000 and National Union of Mineworkers' (NUM) 340 000 The independent Labour Monitoring Group reported yesterday that a survey it conducted showed that altogether 334 640 of the total of 509 784 black workers were on strike

Anglo, the biggest gold producer, has made it known that no new wage offers will be made

● In another development, the Chemical Workers' Industrial Union said about 1 200 employees at Sasol operations in Secunda were preparing to start

strike action on Monday in support of calls for May 1 and June 16 as paid holidays

● Union leaders met striking workers in a report-back meeting in East London today after the failure of a industrial court application by Mercedes-Benz for an interdict

Demands would now be submitted to the company in a serious effort to bring the dispute to a speedy conclusion, said Numsa spokesman, Mr Les Kettle-das

The strike at Mercedes-Benz started on August 4 Management closed the car plant last week

● Reports say 20 000 members of the Post and Telecommunication Workers' Association (Potwa) who are on a countrywide strike will continue their stayaway "indefinitely"

● In Maritzburg yesterday, police were called when about 400 workers in the technical department went on strike outside the post office in Longmarket Street

Interdict against 16 miners

JOHANNESBURG — Vaal Reefs gold mine has been granted a temporary interdict in terms of which 16 of its striking employees are restrained from committing acts of intimidation

Anglo American made the announcement in a statement issued today

In an affidavit to the court, mine management detailed alleged incidents of intimidation and assault against non-striking employees since the start of the strike, the looting of hostel residents' property and the holding of four employees against their will at the NUM office

The affidavit said the 16 respondents had been identified as being those directly involved in and

Cosatu, mine bosses head for showdown

The Argus Correspondent

JOHANNESBURG — The mining industry and the 700 000-member Congress of South African Trade Unions (Cosatu) moved closer to confrontation today

As the dismissal of thousands of striking miners continued, Cosatu announced it would embark on a range of actions locally and abroad to pressure the Chamber of Mines "to accede to the just demands of the mineworkers"

Chamber industrial relations adviser Mr Johann Liebenberg today rejected Cosatu's claims. The union had alleged that the Chamber's refusal to accede to the National Union of Mineworkers' demands was part of a generalised employer stance to resist the workers' campaign for a living wage

"The dispute is between the Chamber and its affiliated members and the NUM

Deadlines

"We hope that between the two of us we can resolve our problems without intervention from outside parties," said Mr Liebenberg

Meanwhile, the Anglo American Corporation issued further ultimatums to workers. The number of strikers fired at Anglo-administered gold and coal mines stood at about 19 000 yesterday

An Anglo spokesman said today about 19 000 workers at four shafts had deadlines for today, tomorrow and Monday. The shafts affected are Fred-dies No 7, President Steyn No 2, President Brand No 3 and Western Deep Levels No 2.

Workers employed by the East Rand Gold and Uranium Company have also been given an ultimatum to return today

NUM assistant general-secretary Mr Marcel Golding said the dismissals "raised questions about the Chamber's commitment to reach a settlement with the union on wages and working conditions"

He said management was "bent on breaking the strike and smashing the NUM"

A meeting was held yesterday between the NUM and managements of four Evander Gencor mines

The talks were over "specific domestic matters" and did not relate to the wage dispute, a mine spokesman said

At a Press conference yesterday, Cosatu general-secretary Mr Jay Naidoo said the nature of the national solidarity campaign by Cosatu's 700 000 members would be decided at shop-floor level

"The mineworkers' strike marks the highest point in Cosatu's living wage campaign, which takes place against a background of growing urban and rural poverty with employers refusing wage increases higher than the inflation rate, especially in the metal, chemical and food sectors," he said

STRIKE CRACKING

"One sharp meeting" between the Chamber of Mines and National Union of Mineworkers (NUM), on day 15 of the strike, should determine its fate "one way or the other," said the chamber's chief negotiator, Johann Liebenberg, before going into the talks on Tuesday.

Chances of the strike being called off seemed fair to good, as the FM went to press, though both sides were, of course, sticking by their public stances on the main issue — wages, which the union wants raised by 30%.

The NUM's Marcel Golding explained the union was responding to Anglo spokesman Bobby Godsell's appeal the day before, which "at least creates a climate for negotiations." Godsell had urged the union to resume negotiations "without preconditions, to prevent further economic loss and violence"

His call for an "honourable" settlement followed the first violent death on an Anglo mine (President Steyn), bring-

ing the death toll to six during the strike on 31 gold mines and collieries.

While a settlement would involve concessions from both sides, said Godsell, he prevaricated when asked if the mines would be prepared to up the wage awards implemented on July 1. The "package" was negotiable, he stressed, alluding to an earlier statement by Anglo Gold and Uranium Division's Peter Gush, who said the mines did "not intend" to move on the wage issue.

"Our stance is that the basic cash wage awarded is fair," reiterated Godsell, echoing the chamber's attitude.

Golding maintains the union has always been open to renewed talks; while it is looking for improvements to the wage offer, it wasn't rigid about it being 30%.

A big factor in the union's agreement to meet the chamber would seem to be the "significant return to work" reported by Godsell at Anglo mines — the main strike sites. Distinct cracks have appeared

~~15/08~~ (213)
Liebenberg said that from a peak of 230 000 out on August 12, there had been a gradual drift back to work, which became "considerable" on days 14 and 15 — and not only at shafts where ultimatums to return-or-be-locked-out had been issued. Rietspruit colliery, for example, was back to "normal" on Tuesday, he claimed. Anglo has ensured it was on legal ground in deciding to exercise the lock-out option; the union says 14 000 miners have been laid off.

The union claimed the only significant returns to work were at three mines (Lorraine, Harmony, Saaiplaas), but that the "core" of the action — Western Deep, Vaal Reefs, President Steyn, President Brand and all the Witbank collieries — was unchanged. It claimed "probably well over 300 000" were still out.

The companies have refused to disclose how much production has been lost, or how many temporary workers (in Anglo's case) have been taken on.

28/8/87
FM 2/13
FLOX
MINING SHARES AND THE STRIKE

Staying relaxed

As the mining industry's largest strike moves well into its third week, gold share prices on the JSE and in London remained calm, with investors apparently confident the strike will be settled with little real damage to earnings of the affected mines

As the *FM* went to press, the National Union of Mineworkers (NUM) and the Chamber of Mines had resumed negotiations on a settlement. Reports from the various mining houses indicated the strike was weakening on several mines with a steady drift of miners back to work (See *Leaders*). In a further sign of increasing confidence, the mining houses had issued ultimatums to striking workers, calling on them to return to work at a number of mines or face dismissal or unspecified disciplinary action.

While legally striking workers can be dismissed, mine managements have been wary of taking such steps until now. One reason is assumed to be caution about creating a flood of adverse publicity in overseas media about mine management bashing unions; this could cause problems for coal exporters in particular.

Another is scepticism on the attitude taken by the Industrial Court to dismissals following the Marievale decision against Gencor through which the NUM forced Gencor to reinstate dismissed workers. The key point is that the Industrial Court, in any appeal on unfair dismissal, looks at grounds of fairness as well as the purely legal facts of the case. Presumably, after three weeks, the mining houses feel they have shown enough patience to be fair.

Share price levels, as I noted last week, have remained remarkably unaffected given the magnitude of the strike. The JSE acturaries All Gold index stood at 2 385 on August 7, the last trading day before the strike started, dipped to 2 262 on August 17 and recovered to 2 300 on August 23. One JSE gold analyst says investors taking longer-term views on gold shares have been ready and waiting to buy on any price weakness created by more nervous holders bailing out.

The situation in London has been weaker, but not markedly so. John Bergtheil, mining share salesman at stockbroker James Capel, says the FT gold mine index stood at 733 on July 31 when the gold price was \$457. It rose to 783 on August 6 when the gold price was \$475, but dropped to 680 by August 24 when the gold price was \$458. The difference between 680 and 733 could be interpreted as the effect of the strike on the share price levels.

He says that investors have generally taken the view that the industry could take a two to three week strike and that earnings would

not be badly affected. However, he said a certain caution was apparent early this week when there were no indications at that stage of further negotiations between the NUM and the chamber.

A realistic assessment of the cost of the strike to mines in foregone revenue seems virtually impossible without statistics from those affected. The chamber has rejected the figure put out by the Labour Monitoring Group (LMG) of R190m, but refuses to provide a correct figure. Some analysts I have spoken to also view the accuracy of the LMG's calculations as highly suspect, they say the variables which could affect mine production (*FM* August 21) make such estimates dangerous.

Yet, despite chamber assurances that the strike is not materially affecting production, some producers such as Randfontein, Vaal Reefs, Elandsrand, Western Deep Levels and Freegold must be suffering heavily through lost production and earnings. In the worst case scenario, they could be losing at a rate of about 2% of annual gold production for every week the strike lasts.

On the coal side, the strike at various export collieries seems to have had little effect on coal export levels because of stockpiles at the mines and at Richards Bay. The depressed state of the coal markets meant some collieries were battling to sell anyway. Also, white miners, officials and non-striking workers on open cast coal mines were able to keep a considerable level of production going because of the highly mechanised nature of these operations.

TCOA GM Gerald Robinson says there has been no effect on TCOA coal export shipments because of the strike, nor does he expect any in the foreseeable future. Neither Anglo, Rand Mines nor Gencor would comment on the effect of the strikes on their coal export levels. One analyst reckons coal exports have actually been speeded up because a few nervous customers in the Far East wanted faster delivery of higher tonnages, which the producers have been willing and able to meet.

Brendan Ryan

Strike will hurt — Amic

By Sven Lunsche

Anglo American Industrial Corporation (Amic) admitted yesterday disruptions in the mining industry could have an adverse impact on group results for the second six months of the year

"The miners' strike will affect Amic subsidiaries and associated companies which serve this industry and although earnings for the full year will show an improvement on those for 1986, the growth is expected to slack-

en in the second half," the directors say in a statement accompanying interim results

Attributable earnings for the first six months at R132 million were up 37,5 percent on the 1986 figure, pushing the interim to 65c a share, 10c up on last year

Turnover rose 15,3 percent to R1,691 billion, with trading profits improving by R32 million to R212 million and income from associated companies rising by 43 percent to R63 million

The directors say export markets and certain sectors of the domestic economy performed better than expected at the end of 1986

"Both Mondi and Boart made increased contributions to group earnings, while Scaw continued to earn satisfactory profits Highveld recorded slightly lower earnings, but AECI, the group's major associate, experienced another successful year, as did all other associates"

Showdown nears as miners fired

By Mike Siluma, Labour Reporter

A confrontation between the mining industry and the 700 000-member Congress of SA Trade Unions (Cosatu) moved closer today as the dismissal of thousands of striking miners continued and more ultimatums were issued by Anglo American to strikers

Cosatu yesterday announced it would embark on a range of actions, locally and abroad, to pressurise the Chamber of Mines "to accede to the just demands of the mineworkers"

Chamber industrial relations adviser Mr Johann Liebenberg today rejected claims by Cosatu that the Chamber's refusal to accede to the NUM demands was part of a generalised employer stance to resist workers' campaigns for a living wage

The number of strikers fired by Anglo mines yesterday stood at about 19 000, with ultimatums being issued to thousands more

An Anglo spokesman said today about 19 000 workers at four shafts had deadlines for today, tomorrow and Monday. The shafts are Freddie's No 7, President Steyn No 2, President Brand No 3 and Western Deep Levels No 2

NUM assistant general secretary Mr Marcel Golding said the dismissals "raised questions about the Chamber's commitment to reach a settlement with the union on wages and working conditions." Management was bent on "breaking the strike and smashing the NUM", he said

At a Press conference yesterday, Cosatu general secretary Mr Jay Naidoo said the nature of the national solidarity campaign by Cosatu's 700 000 members would be decided at shop-floor level

We were forced down, claim miners on strike below ground

By SEFAKO NYAKA

THE president of the National Union of Mineworkers, James Motlatsi, yesterday alleged mineworkers who were staging an underground sit-in at the Western Deep Level's No 3 shaft were forced down the shaft at gunpoint by mine security on Wednesday night.

"Several people were injured when mine security fired rubber bullets and teargas to force the workers down the shaft," Motlatsi said.

Anglo representative John Kingsley-Jones confirmed the workers were continuing their sit-in but denied they had been forced down the shaft at gunpoint.

He said Anglo's policy has always been to allow workers who want to go on shift to do so. Those who refused to work were expected to do so peacefully.

In a statement, Anglo said only 3 000 workers were involved in the sit-in.

Motlatsi said last night several workers who were injured in the alleged mine security action were on the way to NUM head office for medical treatment.

He said he had been informed by mine management that the workers have vowed to continue their sit-in until he is allowed down the shaft to address them.

He said he could not confirm that information, and had also received information that his life "might be at stake if I venture anywhere near the mine."

He had not been party to the alleged decision to force the workers to go underground and getting the workers out of the shaft would only be in management's interest, he said.

"There is no guarantee that the workers will not be further assaulted if they come on surface."

According to the NUM the workers were locked out last Friday and given until Monday this week to return to work or face dismissal.

This week Anglo started paying out some of the workers but did not involve the union in negotiations on the payout.

The NUM yesterday expressed concern that the workers involved in the sit-in have no food.

Meanwhile, the Congress of



Dismissed from his job, a striker leaves Western Holdings gold mine, his belongings fitting neatly onto his head

Picture: TREVOR SAMSON, AFP

South African Trade Unions is expected to mount a campaign to force the Chamber of Mines back to the negotiating table with NUM, Cosatu's biggest affiliate.

Cosatu's actions in supporting the strike are likely to include a national solidarity strike, a national stayaway and "blacking action", which amounts to a rel-

usal by Cosatu-affiliated unions to handle any products destined for the mines.

The South African Railways and Harbours Workers Union and the Transport and General Workers Union handle the bulk of the raw and finished product

●To PAGE 2

Mine strike may spread to other industries

to 1,32 percent.

The N/UMI "sought clarification on whether the monetary improvements" on the two offers could be converted into wage in-

creases.

The union also dropped its demand on wage increases from 30 percent to 27 percent "in a bid to induce the chamber to address the wage issue".

Both proposals were rejected by the chamber.

"It confirms the union's belief that the Chamber of Mines is bent on destroying the N/UM with the assistance of the state," Golding said.

The allegation was denied by chamber representative Peter Bunkell, who described them as "pure rhetoric".

Cosatu's secretary general Jay Naidoo said yesterday "We believe the chamber's hardline stand against the reasonable and legitimate demands of the miners is intensifying the conflict."

From PAGE 1

product is derived from revenue from Lesotho nationals working on South African mines

Cosatu has already made contact with heads of state in Lesotho, Mozambique and Swaziland

as well as with national trade union centres in neighbouring countries, the Organisation of African Trade Union Unity, the Organisation of African Unity and the Southern African Development (Co-ordinating Conference) to enlist their active support in preventing the recruitment of replacement labour.

N/UM said the chamber's refusal to address the wage issue was no longer an economic decision.

Since the strike the chamber had lost considerably more than the union demanded and the decision was now purely a political one.

At a meeting this week the chamber made an improved offer on holiday leave allowances and death benefits which, in monetary terms, would have amounted

to 1,32 percent.

from gold and coalmines.

The chamber affiliates, Anglo, Genor, Gold Fields, Rand Mines, JCI and Anglo Vaal have diverse interests in other fields, including the chemical, beverage, milling, metal and super-

market industries.

Cosatu did not rule out the possibility of sympathy strikes in several of these industries. Already five chrome mines and refineries, Tubatse, Winterville, Groothoek, Tweefontein and Verel, have come out on strike in legal sympathy strikes.

Strikes at the five concerns, however, all based on the East-ern Transvaal, also involve disputes the workers have with the companies.

The governments of neighbouring countries are expected to put pressure on both N/UM and the chamber to end the strike which has cost them dearly in lost revenue from mineworkers' wages.

In impoverished Lesotho, 52 percent of the gross domestic

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THE Congress of South African Trade Unions and its affiliates yesterday resolved to support the National Union of Mineworkers against the Chamber of Mines, in their strike for a "living wage."

This decision was taken at a special Cosatu "Living Wage" conference involving the executive committees of all affiliates who met to assess the progress of the National Union of Mineworkers' (NUM) strike

At a Press conference in Johannesburg yesterday, Cosatu's general secretary, Mr Jay Naidoo, said the affiliates strongly felt that such solidarity was needed, not only to defend the mineworkers, but to defend all workers fighting for a living wage

Rejected

The resolution by Cosatu and its affiliates comes after the NUM rejected a revised Chamber of Mines offer and elected to continue the national strike

The mineworkers' strike marks the high point of Cosatu's Living Wage Campaign, launched in March this year

Mr Naidoo said their affiliates had resolved to make direct contact with heads of states as well as national trade union centres in neighbouring countries to enlist their active support in preventing the recruitment of scab labour.

He said they will approach the International Labour Organisation and the United Nations to report on the mineworkers' strike and the general attack on the labour movement.

They will also discuss the sale of South African gold and coal with international solidarity groups, and set up

By **JOSHUA RABOROKO**

regional solidarity committees to co-ordinate actions.

"We view the Chamber's attack on the NUM as an attack on the entire progressive labour movement led by Cosatu," Mr Naidoo said.

A spokesman for the Chamber of Mines, Mr Peter Bunkell, said he was "gravely disappointed" at the NUM's evident failure or neglect to lead its members towards acceptance of the revised offer and the termination of the strike

Mr Bunkell said the decision conveyed to the chamber was in stark contrast to the spirit in which negotiations with the union had been conducted

"All the ingredients were in place for a satisfactory and honourable settlement of the strike which, after two-and-a-half weeks, has never had the support of the more than 40 percent of the workforce

He said it was abundantly clear, before and during this week's negotiations, that improvements offered would not include further wage increases

GOSSATU TO 'DEFEND' MINERS

Cosatu, mine bosses head for showdown

The Argus Correspondent

JOHANNESBURG. — The mining industry and the 700 000-member Congress of South African Trade Unions (Cosatu) moved closer to confrontation today.

As the dismissal of thousands of striking miners continued, Cosatu announced it would embark on a range of actions locally and abroad to pressure the Chamber of Mines "to accede to the just demands of the mineworkers"

Chamber industrial relations adviser Mr Johann Liebenberg today rejected Cosatu's claims. The union had alleged that the Chamber's refusal to accede to the National Union of Mineworkers' demands was part of a generalised employer stance to resist the workers' campaign for a living wage.

"The dispute is between the Chamber and its affiliated members and the NUM.

Deadlines

"We hope that between the two of us we can resolve our problems without intervention from outside parties," said Mr Liebenberg.

Meanwhile, the Anglo American Corporation issued further ultimatums to workers. The number of strikers fired at Anglo-administered gold and coal mines stood at about 19 000 yesterday.

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The talks were over "specific domestic matters" and did not relate to the wage dispute, a mine spokesman said.

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NUM turns
down offer:
Strike still on

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Own Correspondent

THE strike by members of the National Union of Mineworkers (NUM) is set to continue following the rejection by strikers yesterday of a revised Chamber of Mines offer.

The NUM informed the Chamber of Mines by telex about 9.40 last night that it "regrettably" could not accept the chamber's offer made on Tuesday because it did not address wages and other key issues.

Union general secretary Mr Cyril Ramaphosa said last night that the decision, taken in votes by shows of hands by strikers on the affected mines, was "virtually unanimous."

The offer comprised improved holiday pay and death benefits. But the chamber refused to make any advance on the 15% to 23.4% wage offer.

The chamber said it was "gravely disappointed at the NUM's evident failure or neglect to lead its members towards acceptance of the chamber's offer and termination of the strike."

It said the NUM decision was "in stark contrast to the spirit yesterday in which reopened negotiations with the union had been conducted."

Court bars 42 workers from going into mine

213

27/8/87
B/Day

SUSAN RUSSELL

LIBANON Gold Mining Company Ltd was yesterday granted an interim interdict against 42 employees they claimed had taken part in a clash with mine security last Thursday which left one dead and 27 injured. The 42 workers were temporarily interdicted from entering and remaining on Libanon's premises and evicted from the mine hostel. In terms of the rule nisi issued by Mr Justice Schabert the 42 miners must show cause on September 15 why their dismissal should not be declared lawful. They must also show cause why they should not be evicted from the premises and barred from entering the mine.

Mine manager John Gibbon said in an affidavit all 42 were in hospital or in the Westonaria police station.

Gibbon said a group of about 250 employees gathered a short distance from the hostel just after 6pm on the day of the clash.

The chief security officer at the mine, Jacobus Botha, and four of his staff set off in a Rhino security vehicle for the gates of the hostel to prevent the group from entering

Helicopter

Gibbon said two other security teams and a mine security reserve unit were stationed at the gate and the alert put out for further Rhinos and a helicopter.

He said the group, armed with knobkerries, pieces of wood, bricks, roof bolts, droppers and hammers, began marching towards the hostel.

Gibbon said it was clear to Botha they intended to force their way into the hostel and take it over to ensure none of the other miners left for the next shift at about 8pm.

He said after they were commanded to disperse, the group rose in unison and charged Botha's Rhino and the security teams at the gates.

Botha fired a round of 37mm rubber bullets which seemed to have no effect whatsoever, Gibbon said.

He added Botha had turned his Rhino around to assist the rest of the security teams at the gate and had had to fire birdshot to clear a path through the crowd.

At this stage three Rhinos from neighbouring mines joined them and they managed to control the crowd.

THE East Rand Gold and Uranium Company has issued an ultimatum to striking employees to return to work by 8am tomorrow or face dismissal.

Anglo American Corporation said in a statement on behalf of Ergo yesterday that "employees who choose to return to work will be accepted back into their jobs with immediate effect.

"Ergo, which is not part of the Chamber of Mines, began annual negotiations with the NUM on May 27, 1987. Negotiations deadlocked with Ergo offering increases of between 19,5 and 16,1 percent and the NUM demanding increases of between 30 and 27 percent. Ergo also offered a service increment of two percent and a two percent improvement shift allowance.

"Strike action commenced on August 12, 1987 and is now in its 14th day - Sapa. (213) Sowetan

27/8/87

NUM decides unanimously to reject latest Chamber offer

Miners' strike will continue

By Mike Siluma, Labour Reporter

Members of the National Union of Mineworkers (NUM) have rejected a revised Chamber of Mines offer which excludes wage adjustments and have decided to continue with the strike, now in its 18th day.

Reacting to the NUM decision, the Chamber said it was "gravely disappointed at the NUM's evident failure or neglect to lead its members towards acceptance of the Chamber's offer and termination of the strike".

It accused the union of failing to ballot members on the issue and expressed doubt about the union's good faith "during and since this week's negotiations".

NUM general secretary, Mr Cyril Ramaphosa, told a late night Press conference that

members had taken the decision unanimously after the Chamber's offer had been "thoroughly examined and considered".

Mr Ramaphosa said members supported the reduction of the union's demand from 30 to 27 percent but emphasised "The crucial demand is wages."

The Chamber's new offer, made during talks with the NUM on Tuesday, provided for an increase in death benefits and a 10 percent rise in leave allowance. Demands rejected by the Chamber were the recognition of June '16 as a paid day, a further increase in the employer's pay rise offer of between 16 and 23,4 percent and danger pay.

Repeating the NUM call for mediation, Mr Ramaphosa said the Chamber had shown "arrogance" by refusing to consider a union proposal that improvements on holiday leave allowance and death benefits be converted into a wage increase.

Chamber spokesman Mr Peter Bunkell, rejecting the NUM call for mediation, said "all the ingredients were in place for a satisfactory and honourable settlement of the strike which, after two and a half weeks, has never had the support of more than 40 percent of the work force".

Anglo's position

An Anglo spokesman said today that a Press conference would be held to outline management's position. The corporation would also respond later to a NUM allegation that two workers, possibly more, had been shot at the Western Deep Levels gold mine last night when mine security tried to force workers underground "at gunpoint".

Gencor, which also held back disciplinary action against about 24 000 workers at its Evander gold mines, could not say what action it would take.

● In a related development, the East Rand Gold and Uranium Company (Ergo) warned striking workers to return to work tomorrow morning or be dismissed. The Ergo wage dispute, not part of the Chamber talks, is a result of disagreement over workers' demand for increases of between 27 and 30 percent, as against a management offer of a raise of between 16,1 and 19,5 percent.

Mine strikers vote to stay out

The Argus Correspondent

JOHANNESBURG — Striking members of the National Union of Mineworkers have rejected a revised Chamber of Mines offer which excludes wage adjustments.

The union has decided to continue the strike, now in its 18th day.

The chamber said it was "gravely disappointed at the NUM's evident failure to lead its members towards acceptance of the chamber's offer and termination of the strike"

It accused the union of failing to ballot members and expressed doubt about the union's good faith

Union's secretary Mr Cyril Ramaphosa said last night that members made the decision unanimously after the chamber offer was "thoroughly examined and seriously considered"

Mr Ramaphosa said members supported the reduction of the union's demand from 30 to 27 per cent, but emphasised that "the crucial demand is wages"

The chamber's new offer — made during talks on Tuesday — provided for an increase in death benefits from two to four years and a 10 per cent rise in leave allowance

Union demands rejected by the chamber are the recognition of June 16 as a paid holiday, a further increase in the employers' pay-rise offer of between 16 and 23,4 per cent and danger pay

Tsumeb recruiting to replace 3 000 fired mineworkers

The Star's Africa News Service

WINDHOEK — The copper-mining Tsumeb Corporation Limited (TCL) has started recruiting mineworkers to replace more than 3 000 dismissed during a continuing strike at its mines in northern Namibia.

The general manager of TCL, Mr. Bob Meiring, said dismissed workers would be allowed to re-apply for their old jobs.

The company has lost about R8 million during the four-week dispute and continues to lose about R300 000 a day.

In the Supreme Court in Windhoek yesterday, a full Bench of three judges upheld an earlier eviction order in favour of TCL against strikers who had refused to leave company hostels, and confirmed a ruling that the strikers had been legally dismissed.

VACATED HOSTELS

About 1 500 workers have refused to move out of hostel accommodation at TCL's Tsumeb and Kombat mines, while miners at the Otjohase operation outside Windhoek have already vacated the hostels.

In the Supreme court in Windhoek on Monday, the Mineworkers Union of Namibia appealed against the eviction orders and against the court finding of fair dismissal.

In arguing the appeal application, Mr Ian Farlam, SC, claimed the workers had a right to "withhold their labour" because the Tsumeb Corporation had violated implied terms of a labour contract. Mr Farlam alleged the former major shareholder in the company, the US Newmont Mining group, had been a subscriber to the Sullivan Code on workers. The Tsumeb Corporation had, however, failed to apply the principles of the code.

Numsa seeks NUM support

The National Union of Metalworkers (Numsa) is to call for support from the country's biggest union, the National Union of Mineworkers (NUM) after 115 of its members were arrested at Samancor's Meyerton compound on Monday.

The arrested workers formed part of a 1 000-strong workforce dismissed by Samancor after a stoppage over the dismissal of more than 20 colleagues in July.

According to Numsa, the 115 workers stayed in the compound despite the eviction order after negotiations between lawyers for the company and the union.

A spokesman for Samancor, Mr W Carr, said police had been called after workers failed to respond to the court order and repeated requests to leave the compound.

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Miners decide today whether to end strike

EP 055
26/8/87

JOHANNESBURG — Striking miners are today to decide whether to end the costliest and longest mine strike in South African history

Between 210 000 and 340 000 members of the National Union of Mineworkers (NUM) at scores of coal and gold mines in the Transvaal and the Free State are being asked by their union if they accept a revised offer from mining houses

At the same time, Anglo American today said

it had extended return-to-work deadlines to strikers at all affected group mines

Speaking after last night's negotiations with the Chamber of Mines, NUM general secretary Mr Cyril Ramaphosa said "If our members reject the offer, the strike continues. If they accept it, the strike will be over"

An Anglo spokesman said all deadlines for strikers to return had been extended, pending the NUM's decision after its meeting with members

The spokesman said, however, that workers at two unspecified shafts had come out again after returning to work yesterday in terms of an agreement between Anglo and the NUM.

The Chamber of Mines offered at talks at chamber headquarters yesterday an increase in the death benefit scheme from two years remuneration to families to four years. The NUM originally demanded that it be increased to five years remuneration

The chamber also offered to increase the holiday leave allowance by 10%. Holiday leave allowances were not in dispute

Mr Johann Liebenberg, industrial relations advisor to the chamber, said the union agreed to advise the chamber by 9pm today of its members' acceptance or rejection of the offers

"The union was advised that if the offers were rejected they would be withdrawn," Mr Liebenberg said

"The chamber refused to make any offer on wages, on June 16 and on danger pay," Mr Ramaphosa said at a news conference last night.

He said the union would not be making any public recommendation to union members and would only make recommendations to union members if asked to

Mr Ramaphosa said he could sense that the strike was beginning to bite into the pockets of the chamber's members. — Sapa

Labour Update

Union talks deadlocked

213
Somerset
24/8/87

TALKS between the National Union of Mineworkers and the Chamber of Mines aimed at ending the national miners' strike ended yesterday with no agreement reached on wages, a spokesman for the NUM said last night.

The spokesman said the parties had agreed on the issue of holiday allowances and death benefits — one part of the NUM's demands in wage talks that deadlocked in June and in the 16-day-old gold and coal miners' strike.

Talks would probably resume today, the spokesman added.

National Union of Mineworkers' officials were cheered and carried shoulder-high in the street outside the Chamber of Mines building in central Johannesburg at the end of the first round of talks with the chamber since the coal and gold mine strike began 16 days ago.

NUM general secretary, Mr Cyril Ramaphosa, said talks were continuing but it seems no date had been set for a resumption.

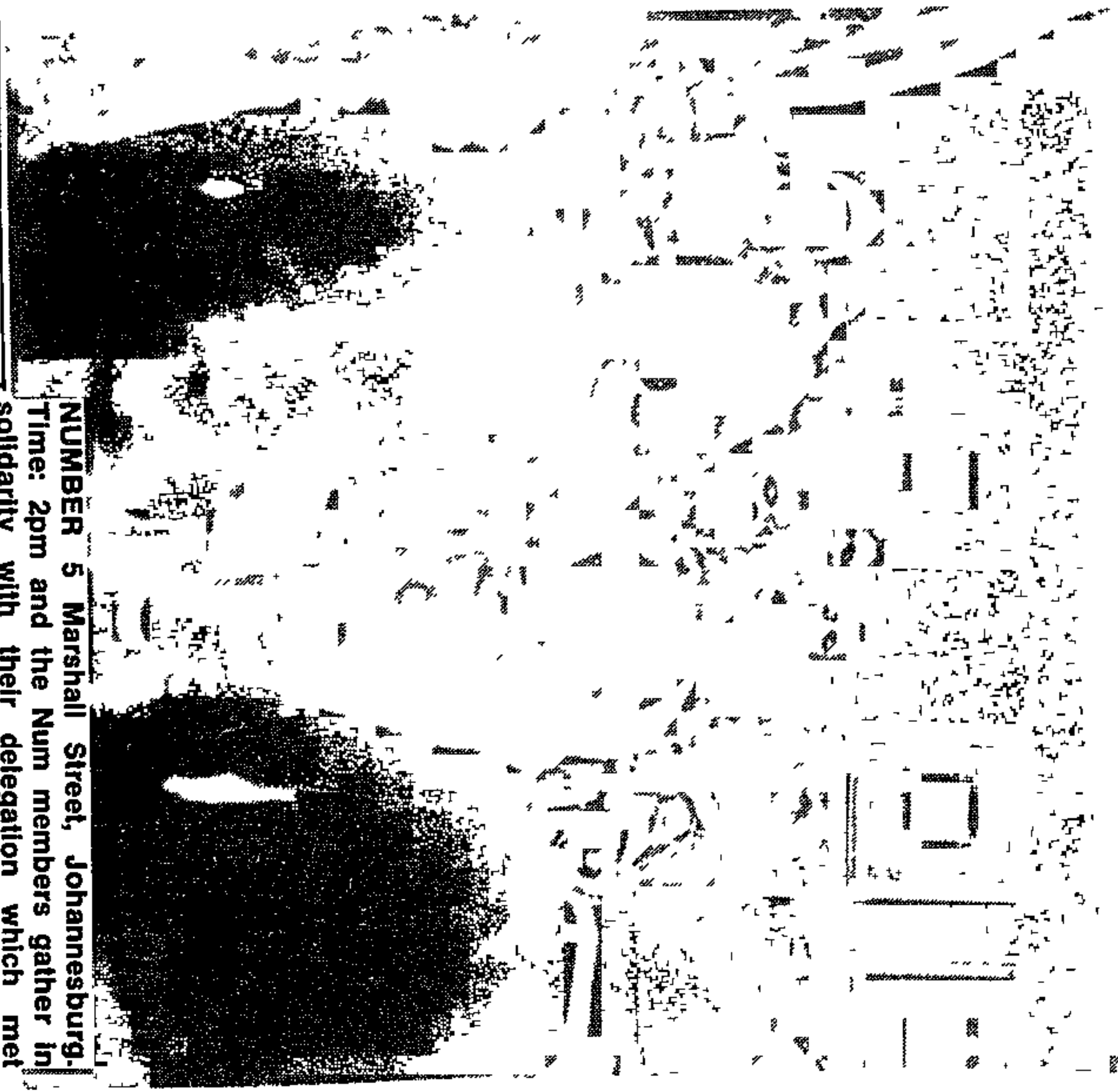
He added that a full statement from the union will be issued this evening.

"The strike continues," Mr Ramaphosa told a horde of foreign newsmen while walking to the street where about 200 miners — who had arrived to give the union support — cheered, whistled, ululated and lifted him, and NUM president Mr James Motlatsi, shoulder-high in the street.

The chamber's head of industrial relations, Mr Johan Liebenberg, said the talks were "fruitful and cordial".

He said no offers had been made to the union in respect of wages or June 16 as a holiday.

CHAMBER OF MINES



NUMBER 5 Marshall Street, Johannesburg.
Time: 2pm and the Num members gather in solidarity with their delegation which met Chamber of Mines representatives to resolve the 17-day wage strike. The 400 Num members were given 25 minutes to disperse and they got back to their buses and left. The talks continued.

Cap. Times 26/8/77
213/1009

Strikers vote today on settlement offer

Own Correspondent

JOHANNESBURG — Gold and coal miners vote today on whether to end the 17-day-old strike by accepting an offer of improved fringe benefits from the Chamber of Mines

The offer was made at yesterday's meeting with the National Union of Mineworkers

NUM's general secretary, Mr Cyril Ramaphosa, last night said the union leadership would not interfere with the vote to be taken by a show of hands at all strike-hit mines

Billed as a major breakthrough to settling the strike, the three-hour talks ended inconclusively. The issue of wages — seen as the biggest stumbling block to ending the strike — was not discussed

It was the first time both sides have negotiated since wage talks broke down at the end of July, with the chamber standing firm on its refusal to improve its wage offer of a 17% to 23% increase

Mr Ramaphosa said the NUM's demand for a 30% across-the-board wage rise had been "modified" to induce the chamber into a similar compromise. He would not disclose by how much the union had backed down on its wage demand.

The chamber offered to increase the compensation of its death benefit scheme and raise holiday leave allowances

The chamber's industrial relations adviser, Mr Johann Liebenberg, predicted on SABC-TV news last night that the strike would be over by tomorrow. He added, however, that he was "not a betting man"

Anglo yesterday issued dismissal deadlines to 12 000 strikers at three gold mines and two Amcoal collieries. This brings to 22 000 the number of Anglo strikers that must decide whether to return to work or lose their jobs by today and tomorrow

Mr Ramaphosa said the executive of the Congress of SA Trade Unions would hold a meeting today that could result in "sympathy strikes" being staged in support of the NUM by congress affiliates

M2645 26/8/87

Miners to decide today whether to halt strike

The Argus Correspondent

JOHANNESBURG. — Striking miners will today decide whether to end the costliest and longest mine strike in South African history.

Between 210 000 and 340 000 members of the National Union of Mineworkers (NUM) at scores of coal and gold mines in the Transvaal and Free State are being asked by the union whether they accept a revised offer from mining houses

At the same time Anglo American said it had extended return-to-work deadlines to strikers at group mines affected pending the NUM members' decision

Speaking after last night's negotiations with the Chamber of Mines, NUM general secretary Mr Cyril Ramaphosa said "If our members reject the offer the strike continues. If they accept it, the strike will be over"

Out again

An Anglo spokesman said workers at two unspecified shafts had come out again after returning to work yesterday in terms of an agreement between Anglo and the NUM

The Chamber of Mines yesterday offered an increase in the death benefit scheme from two years remuneration to families to four years. The NUM originally demanded that it be increased to five years' remuneration

The chamber also offered to increase the holiday leave allowance by 10 percent. Holiday leave allowances were not in dispute

Mr Johann Liebenberg, industrial relations adviser to the chamber, said "The union was advised that if the offers were rejected they would be withdrawn"

Mr Ramaphosa said last night "The chamber refused to make any offer on wages on June 16 and on danger pay"

Violence

He said violence was not discussed

He said he could sense the strike was beginning to bite into the pockets of the chamber's members

This was the first time the union has talked to the Chamber of Mines since the strike began more than two weeks ago

Mr Liebenberg said a cordial and professional attitude pre-

vailed during the talks, which began at 2pm and lasted nearly four hours

After the meeting, union leaders Mr Ramaphosa and Mr James Motlatsi were hoisted above a crowd of hundreds of miners as they left the Chamber of Mines building in central Johannesburg

Foreign and South African news teams gathered in Main Street as they were carried to their car

Riot police with quirts and teargas, mine security personnel and Johannesburg municipal police stood by earlier as the miners filled the open square in front of the building

Two views of the miners' strike

'Relief' for hard-pressed white miners

The three-week miners' strike was a dramatic experience for most people involved. Therese Anders, of the Star's Highveld Bureau tells how the strike affected the lives of two men who played radically different roles in the dispute.

'A decision of retreat, not defeat'

MIDDELBURG — White miner Derek Howells greeted the end of the NUM strike "with relief".

"It's been a tough three weeks," said the 53-year-old Mine Workers' Union shaft steward at Anglo American's Kriel Colliery.

The jovial Welsh miner who immigrated to South Africa nine years ago proudly points out that Kriel's white miners managed to keep up an uninterrupted supply of coal to the next door Kriel power station.

Derek himself worked throughout the strike without his usual team of seven black workers on a new shaft.

SWITCHED JOBS

However most of Kriel's white miners switched from underground to open-cast jobs and were able to keep the mines huge dragline operating 24 hours a day.

This meant initially that white workers went on to 12-hour shifts, later reduced to eight hours as the strike moved on.

Derek acknowledges that the white workers were well paid for their efforts, but for many it involved working seven days a week, long hours away from their family, and mucking into difficult and physically exhausting jobs which they were unused to doing.

He says white underground miners found themselves driving 100-ton coal haulers, dragging cables and cleaning conveyor belts.

"It was certainly an interesting time on the mines. The chaps were doing things they never thought they could do."

He says it was also a time of high morale and great camaraderie among the white workers.

DISMISSED

"But it is always like that at Kriel, also between the white and black workers."

However Anglo American dismissed all 1100 of Kriel's strikers on Thursday after they failed to return before that morning's deadline.

Derek says he is sorry for the dismissed black miners. "Although their pay isn't that brilliant, they have gone and lost three weeks' wages."

Derek is an old hand at strikes. During his 30 years in the South Wales coal mines he says he went on more strikes than Cyril Ramaphosa, general secretary of the Mineworkers' Union has had hot dinners.

He points out that the many strikes he took part in resulted in the British miners lot being greatly improved.

"And I suppose it will happen like that here too," he said.

MIDDELBURG — The National Union of Mineworkers' (NUM) Witbank regional secretary, Mr Gwede Mantashe, was on duty continuously throughout the 21-day strike.

He averaged about three hours' sleep a night. His bed was a mattress and blanket only an arm's length from the ever-ringing telephone in NUM's central Witbank office.

He often forgot to eat. Other times he popped over the road to buy porridge and meat from a cafe.

On Monday, as the 22 000 workers in his region set back to work, Mr Gwede said he was "not sad, just extremely tired".

"I don't feel so good as I thought we would get more wages, but we had to go back to save the situation. The Chamber of Mines was determined to carry on dismissing workers."

Milling around at the office were miners dismissed on Thursday from Anglo American's Bank and Kriel collieries. They had been sleeping in the office since being evicted from their hostels.

Mr Gwede was arranging transport to NUM's head office in Johannesburg for shop stewards so they could get a decision on the chances of being rehired at their old mines. Meanwhile the telephone continued to ring.

'HARD-LINE' STRIKERS UNHAPPY

"We're having problems," admitted Mr Gwede. It seemed some "hard-line" strikers weren't happy with the decision to return. Mr Gwede tried to explain that NUM's position was one of "retreat, not defeat".

Some mine managements had refused to let NUM shaft stewards hold a mass meeting on Sunday night to explain that the strike was over.

At other mines strikers had returned to their homes — some in Transkei or Lesotho — and it will be some days before they are able to return.

Mr Gwede, who works at Gencor's Matla Colliery, predicts that there will be retrenchments on some mines.

"Management will use this opportunity to get rid of workers, especially those they see as instigators."

He knows there is going to be much hardship next month, perhaps even starvation, among the families of strikers.

"But families see these sacrifices as being for the struggle. We don't get a living wage when we do work, when we don't we will suffer as we're always suffering," he says.

Gwede Mantashe . . . Kept duty throughout the 21-day miners' strike and slept about three hours a day.

Cont

STAR 2/9/87



Mr Derek Howell of Anglo American's Kriel Colliery says it's been a tough three weeks, but morale among white miners was high.

Write to Box 61682 Marshalltown 2107

Send owners down mines ^{slow}

Now that the gold mines strike appears to be continuing and consolidating, don't you feel that it would be a good idea for the many owners of shares in these mines, who have seen their value appreciate many times over the last few months, to do something to safeguard their investment?

They should offer to go down the mines and dig up the goldbearing ore, in order to make sure that production of South Africa's and their own security is maintained.

After all, it only means getting up at about 5 am — perhaps a little chilly at the moment — going down into the bowels of the earth to a depth of about 4-6 kilometres — stomping around in the mud and damp for a few hours

They could even sleep in the mine compounds provided



and food would even be prepared for them. The really big shareholders could be made temporary shift bosses, and allowed to light the dynamite as a special treat

Dr N Saks

Sandton

213 COST 25/8/87

Chamber responds to NUM negotiating call

JOHANNESBURG — In response to the National Union of Mineworkers' call for negotiations on the 16-day-old coal and gold miners' strike to be reopened, the Chamber of Mines today agreed to meet the union to hear its proposals

A statement to Sapa by the Chamber added that no further arrangements had been made for the resumption of talks

It is believed a telex message has been sent to the union

Both the NUM and

Anglo American said yesterday that they were willing to resume talks if no preconditions were set

Key to the issue was whether the Chamber was prepared to adopt Anglo's stand

The Chamber said previously it was not prepared to reopen negotiations on wages

Anglo, the mining house worst affected by the strike, said yesterday it wanted to reopen negotiations without preconditions

The miners came out

on strike after a deadlock in negotiations with the Chamber over issues including wages and benefits

NUM's assistant general secretary, Mr Marcel Golding, said the NUM was "willing to negotiate if there are no preconditions"

"The fact that an industry spokesman has expressed a preparedness to talk without preconditions has set the climate for negotiations to be set in motion," said Mr Golding

The union maintained that any settlement would have to include a satisfactory wage agreement

The NUM statement followed another by Anglo's industrial relations chief, Mr Bobby Godsell, calling on the NUM to return to the negotiating table to resolve the dispute

Asked if management would be prepared to, in addition to other issues in dispute, negotiate wages, Mr Godsell said Anglo would not set preconditions for talks — Sapa

6/02/87 25/8/87 213 (10A)

THE

Hope for new Anglo/NUM talks to end strike

TALKS aimed at ending the 15-day-old strike at Anglo American's gold and coal mines could resume today, sources close to the negotiators said last night.

Anglo strongly urged the National Union of Mineworkers (NUM) leadership to return to the negotiating table to settle the dispute after an Anglo miner was killed in a hostel fight yesterday morning.

Anglo's chief spokesman Bobby Godsell said there were "decisive indica-

ions" of a return to work for the first time since the strike started.

Godsell made clear no conditions would be set to activating talks. He would not, however, give a firm undertaking on whether Anglo would agree to table the NUM's wage demands at further meetings.

He said talks could include "ways of improving the package", but he also echoed an earlier statement by Anglo director Peter Gush that no move would be made away from the Chamber of Mines' final wage offer.

A statement from the NUM said the union had stated its position was negotiable but that no preconditions be set to the negotiations. Yesterday's "revised position by industry spokesmen has created a climate to set negotiations in motion." At the time of going to press, the NUM could not be reached for clarification.

Meanwhile, dismissal deadlines for 10 000 striking Anglo miners have been extended from today until tomorrow. This applies to 7 000 strikers at the No 2 and No 3 shafts at Western Holdings gold mine and 3 000 coal workers at the New Denmark and Springfield collieries.

A similar ultimatum to 6 000 striking

Hope for new mine-strike talks

gold miners at the Vaal Reefs No 9 shaft was put forward by 24 hours to today.

This brought to 40 000 the number of striking miners who faced dismissal ultimatums or disciplinary hearings. About 7 000 strikers have already been dismissed for defying return-to-work deadlines.

Godsell said there were "decisive indications" of a return to work for the first time since the strike started. He noted a "significant majority" of the 3 000 gold miners at the marginal Saaiplaas No 4 shaft, facing a Monday dismissal deadline, had voted to return to work.

Anglo's optimism was echoed by the chamber's industrial relations adviser Johann Liebenberg, who estimated about 20 000 strikers had returned to work since an August 12 strike peak of 230 000.

Meanwhile, the death toll in the strike rose to six after a worker at Anglo's

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More miners die in strike violence

THREE more miners have been killed and at least nine injured in fresh outbreaks of violence as the National Union of Mineworkers strike entered its third week yesterday.

At Anglo American's President Steyn gold mine in the Free State, one miner was killed and nine injured yesterday, according to an Anglo spokesman.

A Johannesburg Consolidated Investments (JCI) spokesman said two miners were killed on Sunday night at Western Areas gold mine.

The latest deaths brings to at least six the number of mine workers killed in violence surrounding the strike. More than 300 miners are reported to have been injured.

The assistant-general secretary of Num, Mr Marcel Golding, said mine security fired teargas into hostel rooms after workers defied an order to go underground.

Anglo's industrial relations officer, Mr Bobby Godsell, said violence at President Steyn's No 4 shaft broke out as a substantial number of workers responded to a routine call to go to work at 4pm. They were attacked on their way to work. One died from head injuries. Mine security was called to protect those who wished to go to work. The security guards were forced to use rubber bullets. Six people were injured, he said.

Meanwhile about 5 000 miners who arrived at a Lenasia, Johannesburg hall in more than 20 buses, cheered when the National Union of Mineworkers' president, Mr James Motlatsi, told them the Chamber of Mines was to re-open wage negotiations. Mr Motlatsi, who is also chairman of Num's national strike committee, said the Chamber's decision was a victory for the workers.

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The Star

23

Mine strike: bring on the statesmen

THE COUNTRY'S biggest strike has entered its third week amid increasing violence and bitterness. It is time for sober reflection on the real issues.

Beneath the haggling over pay and conditions of black miners is a struggle for power concerning the major source of South Africa's wealth. For decades these miners have helped make the country rich without sharing fully in the riches. They have now taken a tough stand. The mining houses have responded with equal resolve. The outcome of this "staring down" contest will determine bargaining patterns for years to come.

The intensity of the struggle is an indication of the deep polarisation of our broader society. Paradoxically the legal strike is also, as Mr Gavin Relly says, a measure of progress in the industry's transition from paternalism to modern trade unionism and the society's movement towards normalisation.

The strike, though legitimately based on specific wage claims, cannot be viewed as

separate from growing black aspirations for political expression and participation. Until proper political institutions for black citizens are in place, the labour movement will continue to seethe with transplanted political issues.

No matter how well oiled or well designed the machinery for settling industrial disputes, the masters of industry and labour cannot hope to fill the political gap which government consistently refuses to address. Nevertheless, at times like the present strike, the feuding parties have to continue to try.

Both sides have men committed to, and well versed in, the collective bargaining process. Their statesmanship must come into play before more deaths, violence and mass dismissals spoil the day and create lasting bitterness.

It was encouraging last week to see the likes of Anglo's Bobby Godsell and the NUM's Cyril Ramaphosa sit down round the negotiating table to talk about how to avert violence. It's time they and the other parties to this damaging dispute talked again.

Chamber meets after calls for new strike talks

By Mike Siluma

23
The Chamber of Mines was meeting today to consider calls for renewed talks to end the 15-day-old miners' strike.

This development follows statements yesterday by both the National Union of Mineworkers and Anglo American that they were willing to resume talks if no preconditions were set.

Now the key issue is whether the Chamber — the mine-owners negotiating body — will adopt Anglo's stance.

The Chamber had earlier said it was not prepared to re-open negotiations on wages.

Miners went on strike after deadlocked talks with the Chamber on wages and benefits.

The NUM last night sent a telex to the Chamber, expressing willingness to re-open negotiations without preconditions.

Chamber spokesmen said the matter was being discussed at the Chamber's executive committee today.

NUM assistant general secretary Mr Marcel Golding said: "The fact an industry spokesman expressed a preparedness to talk without preconditions has set the climate for negotiations to be set in motion."

The union said any settlement would have to include a satisfactory wage agreement.

MANAGEMENT

The NUM statement followed a call Anglo's industrial relations chief, Mr Bobby Godsell, for the NUM to return to the negotiating table.

Mr Godsell also called on the union to resume talks on strike-related violence "before more people die".

Asked if management would also be prepared to negotiate on wages, Mr Godsell said Anglo would not set preconditions.

He added that the industry still believed its cash wage award was fair.

Anglo's call came as the strike death toll rose to six in three days, with the death a worker at the President Steyn mine and two at JCI's Western Areas gold mine.

According to management, the man died after being attacked by strikers while trying to report for duty.

The NUM said mine security fired on strikers who defied an order to end the strike.

● Anglo American, reporting a return by large numbers of workers, said the deadline at the Vaal Reefs No 9 was extended to today, and that at Western Holding 2 and 3 to tomorrow.

Strikers at Amcoal's Springfield and New Denmark collieries have until tomorrow morning to return to work.

The NUM rejected reports that workers are going back voluntarily.

Day of reckoning for 14 000 gold miners

About 14 000 striking gold miners who are members of the National Union of Mineworkers (NUM) face dismissal today after failing to heed a management ultimatum to return to work.

A further 2 900 colliery workers have been told to return by the end of the day.

There are now 38 000 mine-workers facing dismissal or disciplinary hearings. Union officials claim 10 500 miners have been dismissed so far.

An undisclosed number of workers were injured at Gencor's Kinross Gold Mine when, according to the NUM, mine security personnel shot rubber bullets and teargas into hostel rooms to force workers to end the strike.

A number of workers had been admitted to the Winkelhaak hospital, said the union.

A Gencor spokesman, denying that workers had been forced to return to work, said mine security personnel were compelled to use teargas to stave off attacks by strikers on other employees wishing to work.

An Anglo spokesman said shafts were affected at Vaal Reefs and Western Holdings. The collieries affected were Springfield and New Denmark. Indications were that workers had returned at Saaiplaats.

He said about 2 900 strikers at the New Denmark and Springfield collieries had until tonight to resume duties.

Gencor said the situation at group collieries was unchanged. The strikers had ignored an ultimatum to return to work on Friday.

JCI said about 1 000 workers from Randfontein Estates Cooke 3 shaft were dismissed when they failed to return to work on Friday night.

According to the NUM, about 3 000 men were locked out and had gone home.

JCI said 1 049 workers of Cooke 1, 2 and 3 shafts had gone back to work.

● Rand Refineries said it had reached a wage agreement with the NUM, giving a new minimum wage at R567 a month — an increase of R86. NUM comment was unavailable.

Miners' strike passes two-week psychological barrier

24/1/87

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THE barrier

THE MINERS' strike, now entering its third week, has reached a critical stage, with the industry expecting a clear picture to emerge today of what lies ahead as workers face return-to-work ultimatums.

Commodity brokers, accustomed to SA's usually short-lived strikes, regard the two-week mark as a psychological turning point for the markets and believe continuation of the stoppage will begin to push up the gold price.

The Chamber of Mines puts the latest

numbers of those involved in the strike — the longest and biggest in the industry — at between 220 000 and 230 000 at 29 mines. The National Union of Mineworkers (NUM) claims there are 345 000 miners striking at 45 mines.

And more than 16 000 workers at four Anglo American mines face dismissal if they fail to return to work today.

Anglo spokesman James Duncan said last week 6 000 Anglo miners opted to resign rather than return to work.

The response to an ultimatum for

KAY TURVEY
13 000 miners to return to work on Friday at JCI's Randfontein Estates was expected to be fully assessed today.

The NUM said 10 000 strikers faced possible dismissal at Randfontein Estates, but JCI said it had given an ultimatum to only 3 000 strikers. JCI spokesman Jeremy Nel said more than 1 000 workers returned to work on Saturday morning and 100 were dismissed for not heeding the call.

The NUM said 3 000 strikers at the mine, southwest of Johannesburg, were waiting for buses to take them home on Saturday after they were locked out of their hostels.

Gencor spokesman Harry Hill said no decision had yet been taken on disciplining or firing miners who ignored last week's return to work deadline.

Gencor associate Trans Natal Coal said at the weekend a non-striking miner had died. He was one of five coal miners hospitalised 11 days ago after eating in-

Miners' strike enters third week

total of R190m in pre-tax working profits

Chamber industrial relations adviser Johann Liebenberg challenged the assumptions on which the figures were based. He said there were at least 11 errors in the last figures put out by the LMG, which put losses at R93m after eight days of the strike.

The LMG figures assumed underground operations had come to an end at all Anglo American mines, at JCI's Randfontein Estates and five Gencor mines (Grootvlei, Kinross, Marieval, Sulfontein and Winkelhaak).

Liebenberg said this assumption was erroneous as some Anglo mines and

From Page 1

some shafts at affected mines had operated normally throughout the strike. Many mills were also still milling from stockpiles.

Anglo American, Gencor and JCI have refused to comment on or counter the LMG figures.

The SA Congress of Trade Unions (Sactu) in Lusaka has made a stand in solidarity with the striking miners. It has called on British dockers and railway workers not to handle any SA goods, particularly minerals.

secticide-laced lunches. Those poisoned were among a small number of miners who continued working in spite of the strike by almost the total workforce at the company's Transvaal Navigation Collieries.

In the meantime, the chamber has dismissed as inflated the Labour Monitoring Group (LMG) figures that the two-week strike had lost mining groups a

To Page 2

MINERS MISS WORK Deadline: 6 000 fired

AR 645 24/8/87

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JOHANNESBURG. — ABOUT 6 000 striking miners at Anglo American's Western Holdings gold mine were dismissed today after failing to heed a management ultimatum to return to work, while a further 2 900 colliery workers have been told to return by the end of the day.

Another 8 000 miners from Anglo's Vaal Reefs No 9 shaft face dismissal if they do not turn up to work today. This brings the number of mineworkers who face dismissal or disciplinary hearings to 34 000.

National Union of Mineworkers officials claim 10 500 miners have been dismissed so far.

An Anglo spokesman said about 3 000 workers from Western Holdings No 2 and about 3 000 from the mine's No 3 shaft failed to return to work today and would be dismissed during the course of the day.

He said indications at Saaplans No 4 shaft, employing about 3 000, were that workers had returned to work.

He said about 2 900 strikers at the New Denmark and Springfield collieries had until the end of today to resume duties.

Rubber bullets

An undisclosed number of workers were injured at Gencor's Kinross gold mine when, according to the NUM mine security men fired rubber bullets and teargas into hostel rooms to force workers to end the strike. A number of workers had been admitted to the Winkelhaak hospital.

A Gencor spokesman, denying that workers had been forced to return to work, said mine security personnel were compelled to use teargas to drive off strikers by strikers' employees, who indicated that they wished to return to work.

JCI said about 1 000 workers from Randfontein Estates' Cooke No 3 shaft were dismissed when they failed to heed an ultimatum to return to work on Friday night. The NUM said about 3 000 were involved in the lock-out and had left the mine for their homes.

JCI said about 1 049 workers of Cooke 1, 2 and 3 shafts went back to work in response to the ultimatum.

JCI also said in a statement today that two people died and 14 were injured, two seriously, in two incidents at the Western Areas gold mine in the western Transvaal at the weekend.

One killed, 14 hurt

On Saturday night workers and members of a strike committee clashed at the mine's south shaft. One miner was killed and 14 people injured, with two reported to be in a serious condition.

Last night at the north shaft another clash took place and a member of the mine's security force was stabbed.

The National Union of Mineworkers was not immediately available for comment.

The company said the situation on its mines was calm and mining operations were continuing normally. — Sapa

DD 24/8/87

Strikers injured in mine clash

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SECUNDA — An undisclosed number of striking mineworkers were injured in a clash with mine security at Kinross gold mine in Secunda last night

The National Union of Mineworkers' (NUM) assistant general-sec-

retary, Mr Marcel Golding, said the workers had been attacked by mine security, who shot rubber bullets and teargas into hostel rooms in an attempt to force them to return to work.

"Mine security burst into the hostel at

5 30 pm firing rubber bullets and teargas and assaulted workers with batons and rifle butts," said a spokesman for the NUM's Secunda office

"Six injured workers arrived at our NUM office for help and treatment"

He said other injured workers had been transported to the Winkelhaak mine hospital by ambulances "which returned to the hostel repeatedly"

A Gencor spokesman denied the NUM's version of events, saying the company did not force people to work.

"Mine security personnel were compelled to use teargas at Kinross this afternoon to stave off attacks by strikers on employees who indicated that they wished to return to work," the spokesman said. — Sapa

See also page 17

Strikers hurt in clash with mine security

SECUNDA. — An undisclosed number of striking miners at Kinross gold mine here were hurt last night in a clash with mine security.

The assistant general secretary of the National Union of Mineworkers (NUM), Mr Marcel Golding, claimed the workers were attacked by mine security, who shot rubber bullets and teargas into hostel rooms to try to force them back to work.

But a Gencor spokesman said the company did not force people to work.

"Mine security personnel were compelled to use teargas to stave off attacks by strikers on employees who indicated that they wished to return to work," the spokesman said.

"Management strongly rejects allegations that tearsmoke was used for any other purpose."

The miners' strike now entering its third week has reached a critical stage, with the industry expecting a clear picture to emerge today of what lies ahead as workers face return-to-work ultimatums.

Commodity brokers regard the two-week mark as a psychological turning point for the markets and believe continuation of the stoppage will begin to push up the gold price.

16 000 face dismissal

The Chamber of Mines puts the latest numbers of those involved in the strike — the longest and biggest in the industry — at between 220 000 and 230 000 at 29 mines. The NUM claims there are 345 000 miners striking at 45 mines.

More than 16 000 workers at four Anglo American mines face dismissal if they fail to return to work today.

Last week 6 000 Anglo miners opted to resign rather than return to work, Anglo spokesman Mr James Duncan said.

The response to an ultimatum for 13 000 miners to return to work on Friday at JCI's Randfontein Estates is expected to be fully assessed today.

The NUM reports that 10 000 strikers face possible dismissal at Randfontein Estates, but JCI says it has given an ultimatum to only 3 000 strikers. JCI spokesman Mr Jeremy Nel said more than 1 000 workers returned to work on Saturday and 100 were dismissed.

Gencor associate Trans Natal Coal Corporation at the weekend announced that a non-striking miner had died. He was one of five black coal miners hospitalized 11 days ago after eating insecticide-laced lunches.

Those poisoned were among a small number of miners who continued working in spite of the strike by almost the total work-force at the company's Transvaal Navigation Collieries.

Scores injured in mine violence

By SANDILE MEMELA

THE past few days have seen tension explode into violence in the 12-day-old miners' strike involving hundreds of thousands of National Union of Mineworkers members - leaving more than 250 strikers injured.

The number of injured strikers dramatically spiralled this week when 15 miners sitting or standing at a bus stop outside the President Steyn Gold Mine in the Free State were allegedly fired at by police "without any provocation", according to NUM secretary-general Cyril Ramaphosa

Allegations and counter-allegations of unprovoked violence have flowed thick and fast from both sides

In a deteriorating situation, a pipeline supplying water to the East Rand gold and uranium plant near Springs was sabotaged

A spokesman for Anglo American said that "a pipeline supplying water to the Ergo plant was sabotaged resulting in a loss of 2 000 megalitres."

However, NUM has denied that any of its members were responsible for the incident

The strike - involving between the Chamber of Mines' figure of 220 000 and the NUM's estimate of 340 000 workers - at mines in the Free State and the Transvaal enters its second week tomorrow.

The NUM and Anglo American met for two days this week in an attempt to find ways of curbing violence on the mines

However, the union has warned that it would find it increasingly difficult to continue negotiations to end violence while violence from management's side continued

This followed the injury of 15 NUM members at President Steyn.

The incident resulted in a breakdown in talks between the union and Anglo American

NUM walked out of the talks, claiming Anglo had called in the police at the President Steyn mine and that workers had been injured

Anglo's head of industrial relations, Bobby Godsell, said mine security personnel were not involved in the incident and appealed to NUM to return to the negotiating table

The talks have since been suspended and NUM said it believed that Anglo's proposals were not sufficient to restore peace in the trouble-torn mines

NUM had proposed the following:

- Anglo should not call the SAP to the mines
- Mine security forces be demobilised and removed from hostels
- Mine security should not patrol the mines
- If agreement was reached, a monitoring group be set up
- Charges against workers be withdrawn

Meanwhile, Sapa reports that Anglo American confirmed that scores of mine workers from Vaal Reefs who went home this week were "resigning their jobs"

NUM spokesman Marcel Golding said earlier the miners had decided to give up their jobs and return home rather than "break" the miners' strike

AAC, the country's biggest gold producer, gave an estimated 2 500 strikers at Vaal Reefs until Wednesday to return to work at the No 6 shaft or the shaft would be closed down

Anglo extended the deadline to Wednesday to give NUM officials time to explain the proposed closure to Union members, said Golding

"But workers have decided to go home," Golding told reporters

He said the strikers saw AAC's moves as "subterfuge" Miners would leave over the next few days, he added

AAC spokesman James Duncan said the corporation "understood" that NUM had told its members at No 6 shaft to go home

"Employees who heed the union's call will be resigning their jobs by their action and the union will be responsible for the loss of these jobs"

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22/8/87
GPR

Tough stand not inconsistent with support for unions — Relly

Miners' strike indicates progress

THE gold and coal miners' strike was "an indication of progress by SA society towards normalisation", Anglo American chairman Gavin Relly said yesterday.

At Anglo's AGM, Relly made clear it was inevitable that industrial action takes place against a background of political aspirations

"This will continue to be the case until effective formal political institutions for black people are put in place. It is in this context that the current strike must be seen."

He said, however, that Anglo's willingness to take a tough stand in bargaining should not be seen as im-

Business Day Reporter

consistent with its support for the principles of independent free trade unions

"By the same token, our support for black political rights does not mean for one moment that this will always imply agreement with the political views expressed by black leadership

"Having said this, I do not welcome the strike which imposes an economic burden on workers, companies and on the economy as a whole. In the longer run, strikes such as this can only result in adjustments to the inputs of capital and labour to the detriment of job opportunities."

Relly expressed the hope that the National Union of Mineworkers would take up the mining industry's offer to negotiate additional improvements in conditions of employment for black miners

On the issue of mine wages, Relly said, "There has been much focus on the minimum wage, a figure applicable, often for very short periods, to no more than 10% of employees on our gold mines

"But a more realistic measure of progress is to be found in the figures for average actual cash earnings of all black miners, which are of the order of R650 per month"

On violence and intimidation dur-

ing the strike, he said "It has been necessary for mine security to intervene when life and property have been threatened. In order to reduce the threat of further violence, we took the initiative by inviting the NUM to discuss proposals to cover the need for any security intervention in the strike process

"These talks were terminated by NUM, but we have indicated our strong desire to resume discussions. Our concern is that individual employees should have the freedom to strike peacefully or work normally, and that management's rights to protect company property should not be impaired"

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Miners' union vows to continue strike

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EPOS
21/8/87

JOHANNESBURG — The National Union of Mineworkers (NUM) has vowed to continue the miners' wage strike, now in its 12th day.

Today the number of workers facing ultimatums to return to work rose to 45 000 at mines belonging to JCI, Anglo American and Gencor.

The NUM general secretary, Mr. Cyril Ramaphosa, last night told a Press conference that thousands of members, locked out at a number of mines, had resolved to be dismissed rather than break the strike. Members remained willing to re-open negotiations on wages and working conditions.

Anglo American today said about 17 000 workers at Vaal Reefs No 9 shaft, Saaiplats No 4 shaft and Western Holdings No 2 and 3 shafts have been locked out. They have been given until Monday to return to work or lose their jobs.

A spokesman has confirmed that about 4 000 strikers at Western Holdings No 1 shaft, given until 6am today to return to work, failed to respond. The shaft would be closed and the strikers' contracts terminated.

The NUM said yesterday that the entire 22 000-strong workforce at Western Holdings had decided to leave the mine if the No 1 shaft strikers were dismissed.

More than 28 000 strikers at four Gencor mines and one JCI mine are also facing management action for failing to meet ultimatums.

Gencor has rejected allegations by the NUM that teargas had been used to force workers to go to work at the Bracken mine, and also denied allegations that workers at TNC colliery had been forced to work at gunpoint — Sapa



**MINERS'
STRIKE**

45 000 face sacking as mine strike drags on

Argus 21/8/82

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The Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) has vowed to continue the 12-day-old wage strike

Today the number of workers facing ultimatums to return to work rose to 45 000 at mines belonging to JCI, Anglo American and Gencor

The NUM's general secretary, Mr Cyril Ramaphosa, last night told a Press conference that thousands of members locked out at a number of mines had resolved to be dismissed "rather than break the strike"

Members remained willing to reopen negotiations on wages and working conditions, he said

Anglo American said today that about 17 000 workers at Vaal Reefs No 9 shaft, Saaplats No 4 and Western Holdings No 2 and 3 had been locked out and had been given until Monday to return to work or lose their jobs

A spokesman said the action came "against a background of management's desire to restore production to normal"

Termination of contracts

The spokesman confirmed that about 4 000 strikers at Western Holdings No 1, who were given until 6am today to return to work, failed to respond. The shaft would be closed and the strikers' contracts terminated

The NUM said yesterday that the entire 22 000-strong workforce at Western Holdings had decided to leave the mine if the No 1 strikers were dismissed

More than 28 000 strikers at four Gencor mines and one JCI mine are also facing management action for failing to meet ultimatums

A Gencor spokesman said it was not known when disciplinary hearings would resume for 24 000 strikers at Evander mines, who were due back yesterday

Also facing a deadline are about 3 000 workers at JCI's Randfontein Estates

● Gencor has denied allegations by the NUM that teargas was used to force workers to go to work at the Bracken mine and that workers at TNC colliery had been forced to work at gunpoint

Workers claim that a canister was thrown at hundreds of striking miners who they say were forced to go underground after teargas containers were thrown into their hostel rooms before dawn

Miners show teargas canisters

Striking Bracken Mine workers claim that a teargas canister was thrown at them during an underground sit-in on Wednesday.

Denying the claim, Gencor's liaison manager, Mr Harry Hill, also rejected allegations that force was used at any time to get people to go underground.

Workers claim the canister was thrown at hundreds of striking miners who had been forced to go underground after teargas containers had been thrown into their hostel rooms before dawn.

Mr Hill said a statement had been issued two days ago by Gencor confirming that tear-smoke had been used at the mine's surface on Wednesday to disperse a group of strikers who were threatening violence against other employees.

Said Mr Hill: "After repeated appeals to disperse were ignored, the mine security was compelled to use tear-smoke to disperse the men. No one was injured in the incident."

Mr Hill said it was true that a large number of miners — about 400 — had gone underground on Wednesday and refused to work.

One of the miners interviewed by The Star, Mr Meshack Karuleza (24) of Matabele, said he had not intended to go underground until the strike was over.

But on Monday and Wednesday, soon after the 4.00 am shift should have gone underground, the mine security guards came to the hostels and threw teargas containers through the windows, which had been broken earlier by rubber bullets.

On Wednesday, many workers were sitting down on the fifth level, guarded by armed white and black security personnel. Mr Karuleza said some of the miners got up to tell the guards to return them to surface when a guard fired a teargas canister.

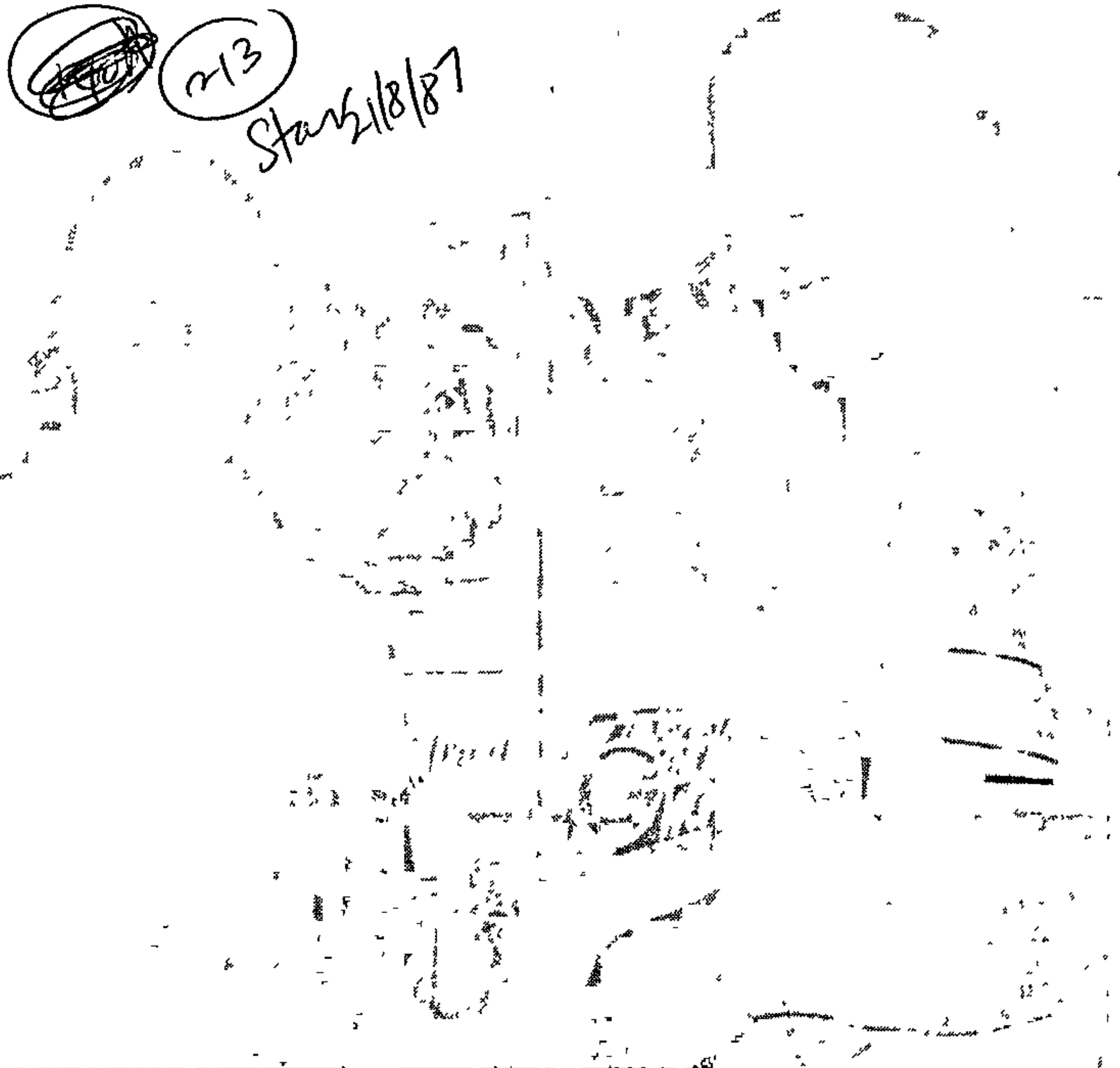
Mr Karuleza hid in a stope for about an hour.

The strikers then returned to the surface where they were again fired on with teargas.

Bracken Mines NUM branch chairman Mr Motsi Mohloani told The Star that on August 10 he was woken by a teargas canister.

He lit a newspaper to burn the gas and he claims that as he walked out of the hostel he was arrested by mine security.

Mr Mohloani said the mine had charged him with attempted arson and dismissed him.



Mr Meshack Karuleza and Bracken's NUM branch chairman, Mr Motsi Mohloani, holding the teargas canisters allegedly thrown into their hostel rooms

45 000 strikers face dismissal

The number of National Union of Mine-workers (NUM) strikers facing ultimatums to return to work rose to 45 000 today at mines belonging to JCI, Anglo American and Gencor

NUM general secretary, Mr Cyril Ramaphosa, said last night thousands of members, locked out at a number of mines, had resolved to be dismissed "rather than break the strike"

Anglo American today said about 17 000 workers at the following shafts Vaal Reefs No 9, Saaiplets No 4, Western Holdings No 2 and 3 have been locked out. They have been given until Monday to return to work or lose their jobs

The spokesman has confirmed that about 4 000 strikers at Western Holdings No 1, given until 6 am today to return, failed to respond

The NUM said yesterday that the entire 22 000-strong workforce at Western Holdings had decided to leave the mine if the No 1 strikers were dismissed.

More than 28 000 strikers at four Gencor mines and one JCI mine are also facing management action for failing to meet ultimatums

A Gencor spokesman said it was not known when disciplinary hearings would resume for 24 000 strikers at Evander mines, due back yesterday

Gencor has rejected allegations by the NUM that teargas had been used to force workers to go to work at the Bracken mine, and that workers at TNC colliery had been forced to work at gunpoint.

A Bracken spokesman, said two workers, not four, had been arrested

Also facing a deadline are about 3 000 workers at JCI's Randfontein Estates

Strike a measure of progress, says Anglo's Relly

The mine strike, the biggest in South Africa's history, was an indication of progress by South African society towards normalisation, said the head of the Anglo American Corporation, Mr Gavin Relly.

Addressing Anglo's annual meeting in Johannesburg yesterday, he said the strike was taking place against a background of political aspirations and it is in this context that the strike should be seen.

Mr Gavin Relly. action must be seen against a background of political aspirations.

"This will continue to be the case until effective formal political institutions for black people are put in place

"The mining industry is still in a process of transition from paternalism to modern trade unionism. About half the mines in the industry are unionised, the rest still operate on the old system and indeed many workers seem to be content with those circumstances."

He said management's tough

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Star 21/8/87

stand on collective bargaining should not be seen as inconsistent with its support for the principles of free trade unions

"By the same token support for black political rights does not mean that this will always imply agreement with the political views expressed by black leadership on important issues such as nationalism, socialism and sanctions."

Mr Relly said he had not welcomed the strike which "imposed a real economic bur-

den on the workers, companies and the South African economy"

He said the industry had indicated its willingness for further negotiations on improvements in employment conditions

Addressing the issue of mine wages, Mr Relly said attention had been focused on the minimum wage, a figure he said was applicable, often for very short periods, to no more than 10 percent of employees on

Anglo's gold mines

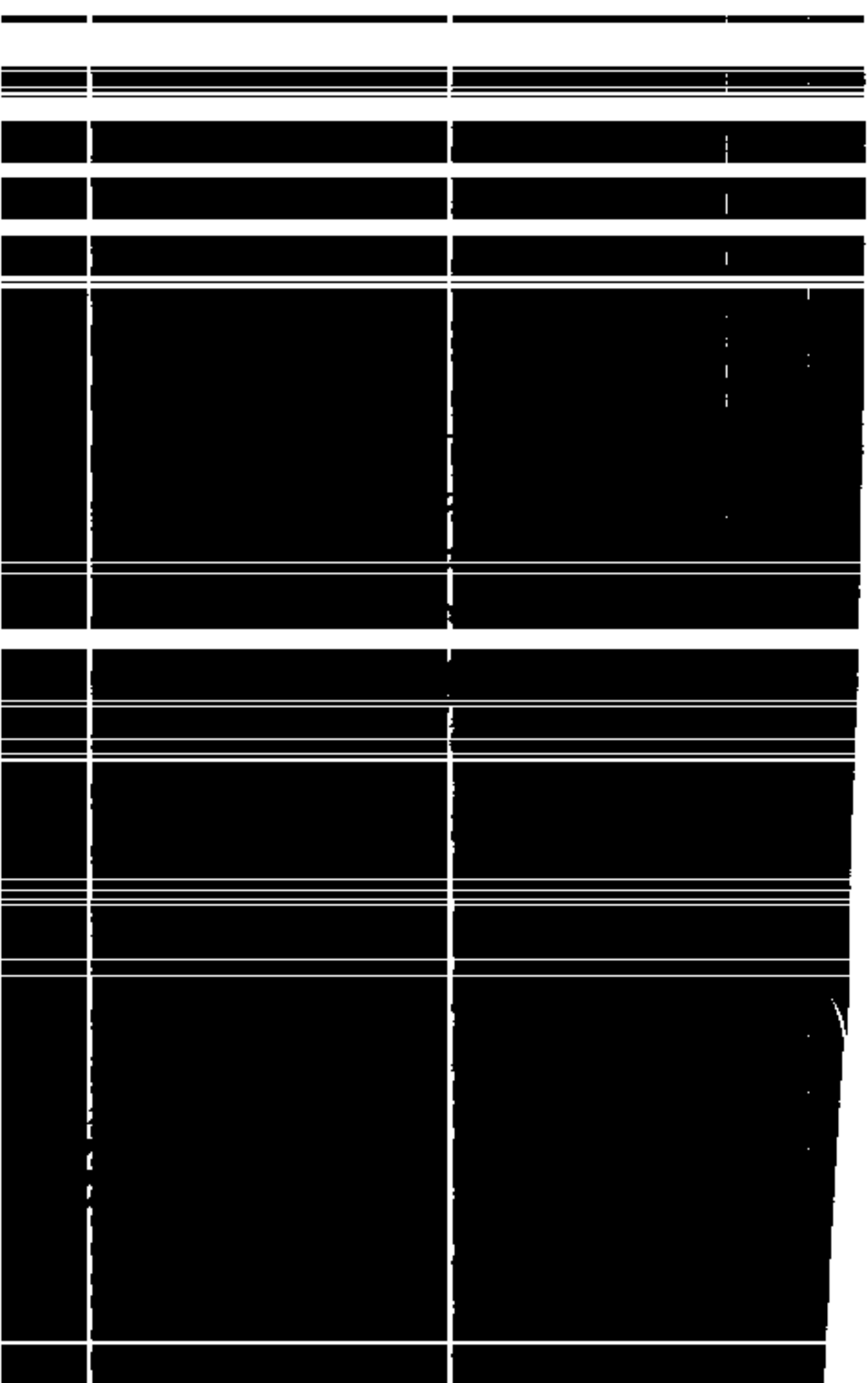
"A more realistic measure of progress is to be found in the figures for average actual cash earnings of all black miners, which after July 1, are of the order of R650 a month. These have risen by 85 percent over the last 10 years in real terms."

He said it was regrettable that the strike had been marked by violence and intimidation

"In order to reduce the threat of further violence, we

invited the National Union of Mineworkers (NUM) to discuss proposals to cover the need for any security intervention in the strike

"The NUM terminated the talks but we have indicated our strong desire to resume discussions. Our concern is that individual employees should have the freedom to strike peacefully or work normally, and that management's rights to protect company property should not be impaired," he said



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Striking miner killed

JOHANNESBURG — A miner was killed and 20 others seriously injured in a violent clash at Goldfields' Libanon gold mine during which mine security used rubber bullets to disperse a crowd attacking the hostel

He was the first miner killed in clashes with mine security during the 12-day national gold and coal-miners strike called by the National Union of Mineworkers (NUM)

One miner has died in action related to the strike and about 300 miners have been injured since the strike began.

Meanwhile, one of the five Transvaal Navigation Collieries' employees who were admitted to the Rand Mutual Hospital on August 13 suffering from poisoning has died

The dead man was one

of a number of production workers who continued working in spite of the strike by almost the total work force of Transvaal Navigation Collieries

● Anglo American fired 4 000 strikers from a shaft at Western Holdings mine yesterday and said 16 000 would be jobless at four other mines if they were not at work on Monday

An NUM spokesman, Mr Kuben Pillay, said 18 000 Western Holdings miners had started to evacuate the mine in solidarity with their fired colleagues

Some 3 000 miners defying a return-to-work order left an uneconomical shaft at Vaal Reefs on Thursday for their distant homes

NUM leaders said another 20 000 could abandon the mines in solidarity with colleagues fired for defying back-

to-work deadlines
The NUM's assistant general secretary, Mr Marcel Golding, condemned mine security for the incident at Libanon in which the miner was killed

"Goldfields of South Africa will go to any length to break legal strike action," Mr Golding said

The NUM said workers at Libanon had decided to join the strike and were ordered to go to work. When they refused, they were allegedly attacked by mine security using rubber bullets Hippos and a helicopter were also used in the operation, the union said

A Goldfields spokesman, Mr Michael de Kock, said the Goldfields group had so far experienced no strike action on the gold mines it administered. — DDC-Sapa

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CAPE TOWN 22/8/87
213
**Striking miner killed
in clash with guards**

JOHANNESBURG. — A miner was killed and 20 others were seriously injured at Goldfields' Libanon goldmine on Thursday night when mine security personnel used rubber bullets to quell a crowd attacking the hostel.

The dead man was the first miner killed in clashes with mine security during the 12-day-old national gold and coal miners' strike called by the National Union of Mineworkers (NUM). About 300 have been injured since the strike started.

Meanwhile Anglo American, citing production losses, yesterday fired about 4 000 strikers from a shaft at Western Holdings mine — raising the total of dismissals so far to 7 000. The men were defying a back-to-work ultimatum.

Anglo said another 16 000 will be jobless at four other mines if they are not at work on Monday.

Goldfields spokesman Mr Michael de Kock said the incident at Libanon started when a group of "drugged" miners — ceremonially scarred and anointed against bullets by a witch-

doctor — attacked fellow miners.

Armed with sharpened sticks and clubs studded with metal bolts, the attackers stormed a gate of the hostel compound.

"The employees involved in the attack were under the influence of narcotics and had been incited by a witchdoctor, who scarred them by making incisions on their chests and foreheads, and dabbing these injuries with blood," Mr De Kock said.

NUM assistant general-secretary Mr Marcel Golding said the incident at Libanon demonstrated "the barbaric and violent nature of mine security" at the mine.

The NUM said workers at Libanon had decided to join the strike and were ordered to go to work. When they refused, they were attacked by mine personnel using rubber bullets. Also used in the operation were Hippos and a helicopter.

Mr De Kock said officials were not certain if the miner killed and the 20 wounded were victims of the attackers or of counter-action by security guards. — Sapa and UPI

but was part of a regular
service transporting
The
catch millions

60 miners hurt, 23 held in strike violence

213 By Mike Siluma 14/8/82

About 60 strikers were injured and 23 arrested in overnight action by police and mine security personnel as the miners' strike, called by the National Union of Mineworkers (NUM), entered its fifth day today.

A spokesman for Anglo American said 60 workers were injured at the No 1 shaft hostel of the Western Deep Levels South mine, when mine security personnel and police fired rubber bullets "to disperse a group of heavily armed strikers" who allegedly threw stones.

The spokesman said 14 workers were taken to hospital, one in a serious condition.

Police have also confirmed that 23 strikers were arrested at Anglo's Ergo plant, near Springs, after 400 strikers at both the Springs and Daggafontein plants had been issued with court eviction notices.

NUM spokesman, Mr Marcel Golding said the union rejected the allegations of sabotage "It seems that the people management used to operate the plant could due their inexperience, have been responsible for the problems.

Between 220 000 and 230 000 are on strike.

Anglo Vaal said the situation at group mines was normal with workers at Lorraine mine having resumed work.

Gencor said the situation at its mines remained the same as on the previous four days. A spokesman denied NUM statements that workers at the West Rand Consolidated mine had gone on strike.

Gold Fields reported normal attendance at its mines. A spokesman could not yet comment on union allegations of the detention of 15 strikers by mine security at Venterspost mine.

Rand Mines said only two of its mines were affected by strike action - Douglas and Rietspruit, which was "partially" affected.

An Anglo spokesman confirmed that "underground operations were affected" by strike action.

JCI said workers at Tavistock, reported to be on strike by the NUM, had resumed duties.

● See Pages 3 and 9.

Heading for home

Departing miners wait in a bus parked on the Porchefstroom road for their colleagues to join them so they can start the trip home to Lesotho.

● Picture by Karen Sandison.



14/8/88
Friday

Strike could cause closures (213)

A WITBANK colliery and a major production shaft of Welkom's Freestate Consolidated Gold Mines (Freegold) face closure as a result of the mine strike

More than 2 000 workers stand to lose their jobs at Freegold's Western Holdings No 1 Shaft unless the striking employees return to work "within the next few days"

An Anglo American spokesman said yesterday that sporadic unrest during the past year had affected the viability of marginal shafts at Freegold, and Western Holdings No 1 shaft in particular had been operating at a loss for some months.

Landau, an Anglo American colliery near Witbank could be another corpor-

PETER STACEY

ate casualty if strike action continues Amcoal said yesterday that unless "normal operations" resume by Monday it will be necessary to close the mine "with immediate effect".

The mine, which has suffered not only as a result of a depressed coal market and sporadic labour problems, but also had a major underground fire in 1985, was scheduled to cease operations in March next year

"The loss of production occasioned by a continued strike will make it uneconomic to maintain underground operations and it has therefore become necessary to review the closure date of this colliery," an Anglo spokesman said

60 hurt as police fire rubber bullets

1976-5
14/8/82
213

The Argus Correspondent

JOHANNESBURG — About 60 strikers were injured and 23 arrested in overnight action by police and mine security personnel as the miners' strike entered its fifth day today.

A spokesman for Anglo American said 60 workers were injured at the No 1 shaft hostel of the Western Deep Levels South mine, when mine security personnel and police fired rubber bullets to disperse a group of heavily-armed strikers who allegedly threw stones.

The spokesman said 60 workers were injured. Fourteen were taken to hospital, one in a serious condition.

A police spokesman said he did not have full details and police were still on the scene.

Police have confirmed that 23 strikers were arrested at Anglo's Ergo plant near Springs after 400 strikers at both the Springs and Daggafontein plants had been issued with eviction court notices.

EVICTION

An Anglo spokesman said the eviction had been preceded by sabotage actions which took place during an illegal sit-in, which could have caused enormous damage.

A spokesman for the National Union of Mineworkers, Mr Marcel Golding, said the union rejected the allegations of sabotage. "It seems that the people management used to operate the plant could, due to their inexperience, have been responsible for the problems," he said.

Although a spokesman for the Chamber of Mines said that fewer Chamber mines were affected by strike action yesterday, the union said an additional 10 000 workers at 10 establishments had downed tools.

The union says more than 340 000 workers are on strike, while the chamber puts the figure at between 220 000 and 230 000.

A spokesman for Anglo Vaal said the situation at all group mines was normal. Workers who had earlier downed tools at Lorraine mine had resumed work.

NORMAL ATTENDANCE

Gencor said the situation at its mines remained the same as on the previous four days. A spokesman denied union statements that workers at the West Rand Consolidated mine had gone on strike.

Gold Fields reported normal attendance at its mines. A spokesman said he could not yet comment on union allegations of the detention of 15 strikers by mine security personnel at the Venterspost mine.

Rand Mines said only two of its mines were affected by strike action, Douglas and Rietspruit, which were "partially" affected.

An Anglo spokesman confirmed that "underground operations were affected" by strike action.

A spokesman for JCI workers at Tavistock, reported to be on strike by the NUM, had resumed duties.

MINE managements have confirmed the National Union of Mineworkers (NUM) strike spread yesterday to another six mines and other installations. However, workers at another two mines returned to work.

The Chamber of Mines said about 150 of the Rand Refinery's 360 employees went on strike yesterday.

JCI said 1 300 employees at the Tavistock and Phoenix sections of Tavistock collieries failed to arrive for work. A spokesman said the strike was unlawful as the NUM was not recognised there.

He also confirmed 1 600 Consolidated Murchison workers began a strike over a separate wage dispute.

Anglo American's Peter Gush said all its gold mines were affected by the strike.

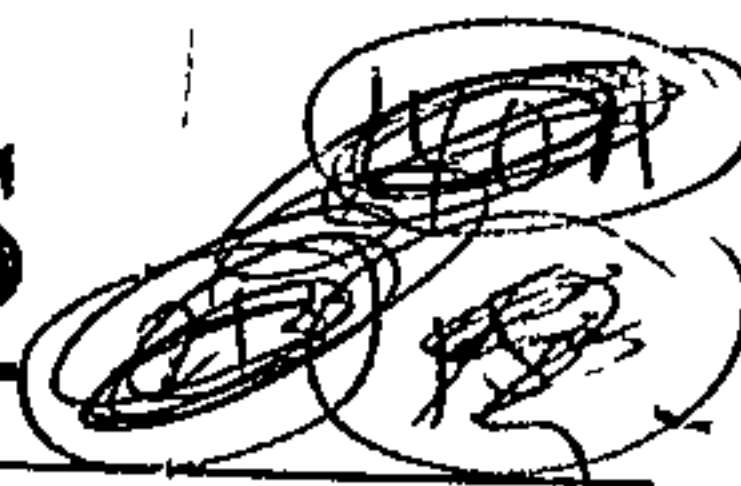
The company reported that more than 1 000 workers at the Ergo and Daggafontein plants also joined in. Anglo was granted a Supreme Court interdict for the eviction of Ergo employees from company premises after allegations of sabotage.

Anglo said the union has rejected a

Mine strike

spreads

B/Day: 14/8/87



27

ALAN FINE

16,1% to 19,5% wage offer which would take the minimum to R614

Workers, who are staging a sit-in, would be given "time to leave peacefully"

Managements denied NUM claims of strikes at West Rand Consolidated and Simmergo.

Operations at Anglovaal's Loraine gold mine returned to normal after about 2 000 strikers met a management ultimatum to return, and 350 at Gold Fields' New Clydesdale Colliery also returned.

MERVYN HARRIS reports that while the strike is supporting the gold price, trading in gold shares turned cautious on

To Page 2

10177

Six more mines hit by strike

the JSE yesterday as investors, particularly in London and New York, showed concern over the impact of the strike on gold mines.

NUM secretary general Cyril Ramaphosa said six strikers at Anglo American's President Steyn gold mine were injured by when mine security "assaulted and opened fire with rubber bullets on them".

Anglo OFS gold chief Lionel Hewitt said last night the security personnel were accompanying a management employee who wanted to distribute a communication to strikers.

They found the hostel gates had been taken over by strikers who denied them access. They forced their way in and had

to use rubber shot to disperse a hostile group of workers.

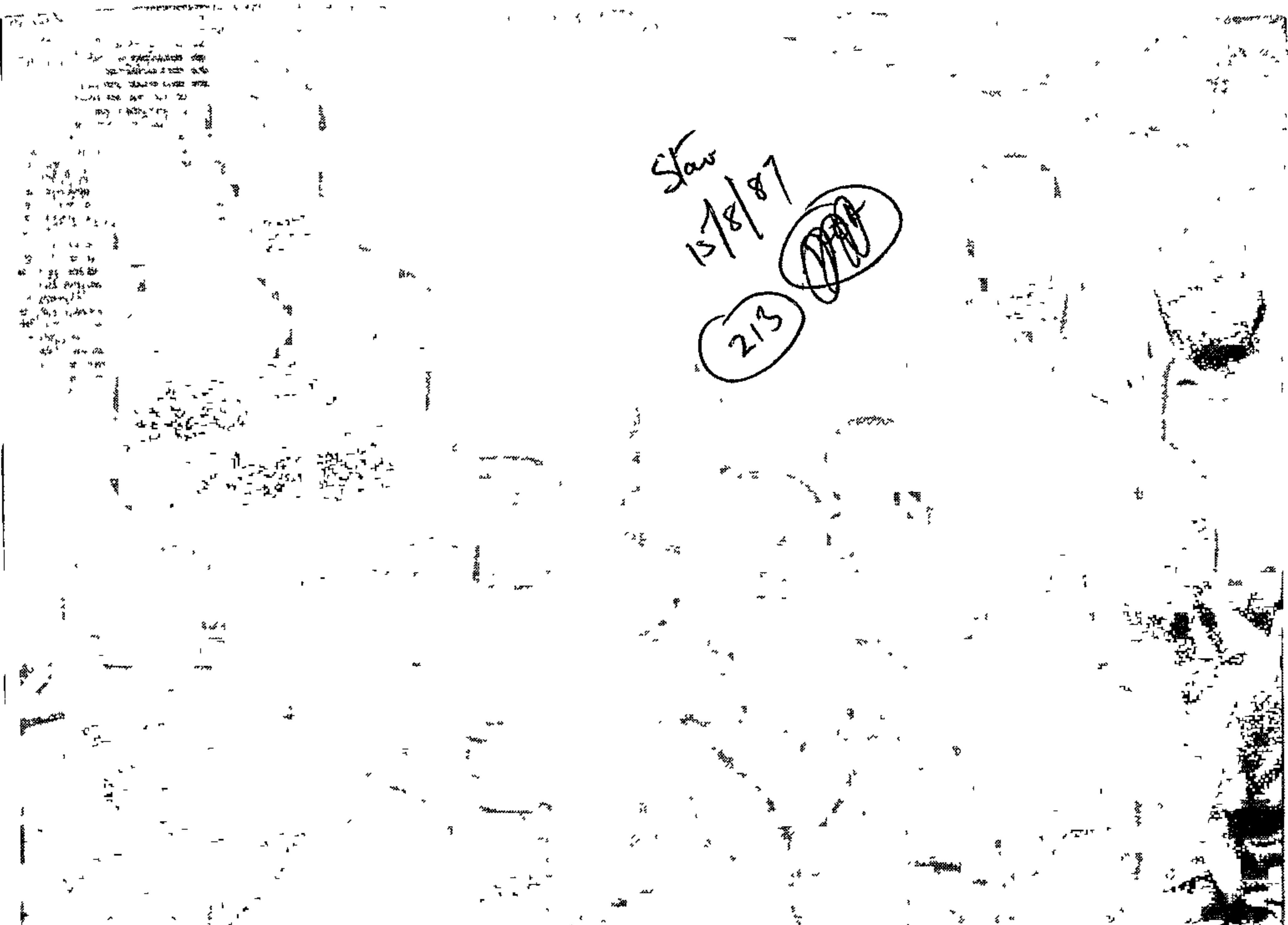
Police last night confirmed the arrest of 23 strikers and the use of teargas at Ergo. A mineworker was injured when he fell while running away. A spokesman said police acted at 4 50pm to disperse an illegal gathering.

Anglo was holding a media conference in Johannesburg at about the same time as the police action. It said the strike was legal after the deadlock in mediation this week, the union's strike ballot and the company's successful court application to prevent acts of sabotage recurring.

2130

From Page 1

B/Day: 14/8/87



Star
15/8/87

213

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Some of the Ergo 20 workers last night displaying head and other wounds inflicted on Thursday when police and mine security forces fired rubber bullets and used sjamboks during an eviction action at the Springs plant.

100 strikers
wounded in
mine clashes

JOHANNESBURG — The National Union of Mineworkers (NUM) yesterday said it might change its strategy in the five-day-old nationwide mine strike and accused mine managements of violent strike-breaking action

More than 100 strikers were reported wounded by police and mine security guards' gunfire in confrontations at two mines yesterday, putting the total number of injuries since Sunday at over 200

About 76 miners were wounded in a fusillade of rubber bullets at Anglo American's Western Deep Levels gold mine

According to the Anglo American Corporation, up to 800 heavily armed strikers attacked police early yesterday morning. However, the NUM accused police and mine security forces of "trigger-happy" behaviour

Police arrested 23 miners when they evicted some 300 strikers, accused of occupying and sabotaging Anglo American's East Rand Ergo plant.

About 13 miners were injured when mine security fired birdshot at the Optimum Colliery near Middleburg. According to a police spokesman, the shooting followed a confrontation with 800 miners while police were investigating a complaint of intimidation

A section of the crowd apparently ran towards mine security, who fired warning rounds of birdshot into the air before firing a further 10 rounds of birdshot, injuring 13 workers

Another 14 workers were injured in the "stampede", said the spokesman

Trans-Natal Corporation yesterday said that five workers from Transvaal Navigation Collieries, near Witbank, who had

not joined the strike, were admitted to the Rand Mutual Hospital on Thursday suffering from poisoning

Medical examinations and tests carried out had revealed the workers were "probably poisoned with insecticides". One worker was in a serious condition in intensive care

Meanwhile, the NUM president, Mr James Motlatsi, told reporters yesterday "We will have to revise and change our strategy because the industry has declared war against us"

Mr Motlatsi said some 200 miners have been hurt in clashes with police and private mine security forces since the strike began at 9pm on Sunday. It has since become the nation's biggest stoppage

'Peaceful strike'

"There is a clear indication that the industry has declared war against our union

"There is violence against our members, who are on a peaceful strike. We are certain the employers would like to break our legal and peaceful strike"

But Mr Peter Gush, chairman of Anglo American's gold and uranium division, said "It would appear that the NUM is either unwilling or unable to control their striking workers"

He said about 800 militant strikers, armed with petrol bombs and machetes, attacked police at Western Deep Levels gold mine before dawn yesterday

"We find it highly unusual that supposedly peaceful striking workers should arm and conduct themselves in this manner," Mr Gush said — UPI and Sapa

Strike: 23 held, 13 hurt in two clashes at mines

23
15/8/83

JOHANNESBURG — Police moved into the Ergo plant on the East Rand and arrested 23 striking workers after "acts of deliberate damage" to the plant and mine security fired birdshot at striking miners yesterday at the Optimum Colliery near Middleburg, injuring 13

The actions were confirmed by the Anglo American Corporation (AAC) and Colonel J. M. Labuschagne of the Police Public Relations Division in Pretoria respectively.

The Ergo workers were defying an interim interdict granted to evict striking workers from the company's premises and to restrain them from entering the premises and from damaging plant or equipment, an AAC statement said

On Wednesday there had been serious acts of sabotage which would have resulted in substantial losses, it claimed

In the second incident, "police who went to the Optimum Colliery to investigate an intimidation complaint were confronted by about 800 workers," Col Labuschagne said. "Teargas grenades were fired at the crowd who threw stones at the police."

A section of the crowd apparently ran towards mine security who fired warning rounds of birdshot into the air before firing a further 10 rounds of birdshot directly at the workers, injuring 13. Fourteen workers were injured in the rush. — Sapa

See Page 9

Strike violence increases as police are drawn in

Miners, managers on collision course

~~213~~ 213 Stan 15/6/1



SOCKING IT TO 'IM: Tearaway (Paul Slabolepszy) terrorises an employee (John Kani) at a Brakpan roadhouse in a scene from the film version of "Saturday Night at the Palace". ● See Page 7

John Kani a TV1 'first'

DON ALBERT
Actor John Kani will be the first black guest to appear on TV1's "Saturday Night Live" when the programme is broadcast tonight. Another guest will be internationally renowned actress Janet Suzman, who is in Johannesburg making her debut as a stage director. She is directing "Othello" at the Market Theatre and, unusual for a traditional Shakespearean production where actors use dark make-up, John will play the Moor. These two strong personalities should keep Tony Sanderson on his toes.
● See Page 7.

Rugby board challenged

The South African Rugby Board is being challenged by almost 90 percent of the country's leading players demanding a Wallabies tour. By late yesterday, all the country's top players, with the exception of Free State -- had signed an ultimatum which was handed to the SARB headquarters at Newlands. The players demand that the board arrange a Wallabies tour or they will arrange it themselves. The revolt is backed by Transvaal Rugby Union president, Dr Louis Luyt. He is understood to be meeting a delegation of players tomorrow to draw up final plans for the tour, whether or not the SARB has agreed to back the venture officially. Dr Luyt is a member of the SARB executive. Informed sources said the Springboks chosen in last year's series against the rebel New Zealand Cavaliers and in this season's internal tour had sent Wallaby captain David Codey and former skipper Andrew Slack an assurance that the tour would go ahead. Slack and Codey recently made a special mission to South Africa to save the tour after the Australian Rugby Union made it plain three weeks ago that it could not accept the official invitation from the SARB. SARB president Dr Danie Craven was not available for comment. A meeting of the SARB executive requested by Transvaal to obtain approval for the tour and to have been held at Newlands yesterday, was called off when it became apparent that the motion would be defeated. The players have emphasised they would prefer the tour to be "official" with backing of the SARB, but that they have no interest in the officially organised tour by a composite Pacific team.

STAFF REPORTERS and CORRESPONDENTS

The six-day miners' strike is in danger of developing into a hard-headed confrontation between management and workers.

And the South African Police were drawn into the conflict (with mine police) when they fired rubber bullets into crowds of miners, allegedly wielding pangas, on Thursday evening, injuring at least 78.

It was the worst clash in a huge, increasingly violent strike, mine owners admitted.

Two-thirds of Chamber of Mines gold and coal mines were still in full production, and about 60 percent of the black workforce was still at work, the chamber said in a statement last night.

Forty out of the Chamber's 55 collieries and 26 out of 44 member gold mines were still operating normally. On Thursday, employees returned to work at Lorraine No 3 shaft, Saaplans No 2 shaft and New Clydesdale, while yesterday, workers at Tavistock colliery, Unisel Gold Mine and the Rand Refinery all returned to work.

- In latest developments:
- The National Union of Mineworkers (NUM) claimed the industry had "declared war" on it and Anglo American claimed there had been deliberate acts of sabotage by mineworkers.
 - The union paraded 20 injured miners at a Press conference in Johannesburg last night.
 - The number of miners injured since Sunday has been placed at 200.

The strike, in which NUM is asking for a 30 percent wage increase and the industry is offering 23,5 percent, started on Monday. Estimates of the number of strikers vary between the Chamber of Mines' figure of 220 000 and NUM's 340 000.

Mr James Motlatsi, the national chairman of the union, said at the Press conference last night. "The industry has declared war and the central committee of NUM has no option but to meet (on Sunday) and revise its strategy. We are determined to fight until the end -- until we get what we want."

Mr Motlatsi claimed management was forcing workers "to go underground at gunpoint."

At the Press conference were 20 injured Ergo workers, waiting to be examined by the union's doctor, who said police and plant security guards opened fire on them with rubber bullets, beat them with sjamboks and set dogs on

● TO PAGE 2

STAFF



"I haven't caught smoking toilet since I seven".

Restrictions

In terms of the Emergency regulations, commentaries in this issue restricted

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Mine strife on increase

Star 15/8/67 (213)
NUM

● FROM PAGE 1

them when they were evicted from the plant at Springs on Thursday

Anglo American obtained a Supreme Court order to evict sit-in workers at the Ergo plant after allegations were made that there had been 14 acts of sabotage, including the release of seven tons of sulphuric acid.

NUM claims the workers whom management employed to operate the plant had, because they were inexperienced, mistakenly released the acid. "Or the management of Ergo and police sabotaged the plant in an attempt to discredit the workers and get an eviction order," Mr George Nkatimeng, an Ergo shop steward and regional committee member of NUM, told the meeting

Mr Nkatimeng said police and mine security guards moved against the strikers at 4 pm on Thursday while a union committee was negotiating with management the terms of a peaceful withdrawal by sit-in workers

Mr Nkatimeng also alleged that after the firing began workers who tried to leave the plant found they were trapped because police had locked the gates.

Mr Motlatsi told the media 78 workers were injured at a Western Deep Level No 1 Shaft hostel when police and mine security fired rubber bullets at 700 chanting strikers. Fourteen were in hospital in a serious condition.

NUM alleges that Anglo called on striking workers to go home and, when they had decided to stay, Anglo called in the SAP "to break the strike".

"The allegation that the workers were armed with petrol bombs, pangas and other weapons is untrue," said Mr Motlatsi.

Anglo American said the Western Deep Levels shooting took place when more than 700 strikers, armed with pangas and petrol bombs, gathered

"Repeated attempts were made to disperse the crowd. The group then advanced on the security forces, throwing stones, and was dispersed by the firing of rubber bullets," an Anglo statement said

Four of the injured were in serious condition, Mr Peter Gush, chairman of Anglo's Gold and Uranium Division, told reporters

**Weekend Post
Correspondent**

JOHANNESBURG — The six-day-old miners' strike is in danger of developing into a hard-headed confrontation between management and workers, with reports of more arrests and warnings by management that marginal operations could be closed

Police reported in their unrest bulletin today that 27 miners were injured at the Optimum colliery near Middleburg, Transvaal, yesterday

"At Optimum coal mine security force members and mine security officials were stoned by a large group of mine workers

"The mine workers were dispersed with tearsmoke and shotgun fire"

Twenty-seven people were slightly injured

Six miners were also injured at the hostel at Matla colliery today when mine security clashed with strikers, mine management said.

Management said security personnel were also "investigating reports of a build-up of weapons within the hostel"

Some 76 people were hurt at Western Deep Levels gold mine near Carletonville yesterday morning as police and mine security personnel fired rubber bullets at a mob armed with petrol bombs and pangas

This was the worst clash so far in the huge, increasingly violent strike, mine owners conceded

Union and other estimates indicate that more than 220 people have been injured so far in the strike, which started last Sunday

There has been one reported death — a colliery employee who apparently had not joined the strike.

Trans-Natal Corporation said five workers from Transvaal Navigation Collieries, near Witbank, who had not joined the strike, were admitted to the Rand Mutual Hospital on Thursday suffering from poisoning

One was serious and the other four stable

The Vaal Reefs gold mine, administered by

Anglo American, said today closure of the No 6 shaft, which was a "low grade, marginal operation", was possible

Closure of other shafts could "also become necessary later"

Workers of the No 6 shaft, numbering about 2 000, had been advised to return to work "by August 18 or face termination of their contracts"

Estimates of the number of strikers vary between the chamber's figure of 220 000 and National Union of Mineworkers' (NUM) 340 000 The independent Labour Monitoring Group reported yesterday that a survey it conducted showed that altogether 334 640 of the total of 509 784 black workers were on strike

Anglo, the biggest gold producer, has made it known that no new wage offers will be made

● In another development, the Chemical Workers' Industrial Union said about 1 200 employees at Sasol operations in Secunda were preparing to start

strike action on Monday in support of calls for May 1 and June 16 as paid holidays

● Union leaders met striking workers in a report-back meeting in East London today after the failure of an industrial court application by Mercedes-Benz for an interdict

Demands would now be submitted to the company in a serious effort to bring the dispute to a speedy conclusion, said Numsa spokesman, Mr Les Kettle-das

The strike at Mercedes-Benz started on August 4 Management closed the car plant last week

● Reports say 20 000 members of the Post and Telecommunication Workers' Association (Potwa) who are on a countrywide strike will continue their stayaway "indefinitely"

● In Maritzburg yesterday, police were called when about 400 workers in the technical department went on strike outside the post office in Longmarket Street

Interdict against 16 miners

JOHANNESBURG — Vaal Reefs gold mine has been granted a temporary interdict in terms of which 16 of its striking employees are restrained from committing acts of intimidation

Anglo American made the announcement in a statement issued today

In an affidavit to the court, mine management detailed alleged incidents of intimidation and assault against non-striking employees since the start of the strike, the looting of hostel residents' property and the holding of four employees against their will at the NUM office

The affidavit said the 16 respondents had been identified as being those directly involved in and assuming the roles of leaders in the activities described — Sapa

Mine strike violence increases

15/8/82
POST

S.A. UNIONS

SUPPORT

NUM

INCIDENTS such as the Klerkorp arrest of 78 National Union of Mineworkers strikers on Wednesday have the real potential of igniting a nationwide labour strike which could plunge the country into economic crisis

Unless mine security police, the South African Police and mine management disist from their alleged provocative attitude and act with restraint in the dispute, Cosatu's 25 affiliates - representing over 600 000 workers - could soon join their NUM colleagues in the strike

According to Cosatu's information officer, Frank Meentjies, the affiliates, who have been monitoring the strike closely since it started last Saturday, would meet on Monday to decide what action to take in sympathy with the NUM strikers

At a Press conference on Wednesday, NUM general secretary, Cyril Ramaphosa, said at least 177 NUM members have been arrested since the start of the strike

And NUM's assistant secretary, Marcel Golding, disclosed a large contingent of mine security police - some believed to be members of the South African Police in mine security uniforms - moved into the hostel at Vaal Reefs mine with firearms and told workers to go back to work immediately

Golding also said that the NUM offices at the Vaal Reefs hostel had been closed down by mine security men and that workers had been ordered to return to work

Mine officials have refuted the NUM's intimidation allegations and has accused union members of provocation

However, in a statement released on Wednesday, a spokesman for Anglo

By REVELATION NTOULA and DAN DHLAMINI

American, EP Gush, emphatically denied that members of the SAP, disguised as mine police, had been deployed on the mines

He said mine policemen had entered the hostel to rescue a clerk who had been badly assaulted by striking miners

By yesterday the mines had reported that 15 people were injured, eight of them hospitalised, at President Steyn mine when stones were hurled at mine security police on Wednesday

Police fired rubber bullets in retaliation, a spokesman for the mines said

The mines also reported

that a fight had broken out at Saarplaas between striking workers and those wishing to work the night shift on Wednesday night. Four strikers were injured in the fight

The NUM strike is taking place at the same time as that of the Post Office and Telecommunications Workers' Association, where 10 000 workers are on a countrywide strike following the dismissal of colleagues

Also of importance to the NUM strike, is the fact that workers at one of South Africa's strategic industrial plants, Sasol, have voted overwhelmingly in favour of a strike

This follows management's failure to meet the union's demand for the recognition of June 16 and May Day as paid holidays. Their union, the Chemical Workers' Industrial Union, is presently deciding on strike action

And yesterday, following the arrest of the 78 Vaal Reefs miners, NUM lawyers and the SAP were engaged in a legal tangle over the question of bail

Meanwhile, Vaal Reefs east division manager, KC Dicks, sent a circular to all strikers on Tuesday urging them to abandon the strike

213 16/8/87
CIPREN



In the circular, Dicks claimed that workers would lose between R13 and R21 a day if they did not return to work.

However, an NUM organiser said the workers were determined to achieve their goal and were not perturbed by Dicks' "motivation".

● Meanwhile, more than 1 200 workers at eight construction companies at Western Transvaal's Klerksdorp region mines have joined the NUM strike.

Construction and Allied Workers Union regional organiser Thabo Silo said there was a 100 percent downing of tools at Gel Mining Construction, Mine Rock Construction, Turncorn Mining Construction, Cornerstone Mine Construction, Ricsacs Construction, Fraser Alexander Construction Company, Shaft Sinkers and Constantia Mine Construction company.

Silo said the workers' demands and grievances were: A salary increase of 20 percent across the board, recognition of Cawu, abolishment of the overtime system, abolishment of racism and the constant usage of the word "kaffir" when addressing black workers, no more unfair dismissals, better working conditions and no victimisation of workers who are on strike.

CITY PRESS, August 16, 1987

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~~4/4~~

5

THE student wing of the Black Consciousness Movement, the Azanian People's Organisation, this week said it "supported the living wage campaign being waged by the Congress of South African Trade Unions".

Azasm has in the past strongly criticised Cosatu and the United Democratic Front for not fighting for the black people of South Africa.

More support for NUM

The movement also initiated several black trade union movements now affiliated to the black consciousness National Council of Trade Unions, which stands in opposition to Cosatu.

In a statement released

this week, Azasm pledged its solidarity with the more than 340 000 black mineworkers of the Cosatu affiliated National Union of Mineworkers who started a nationwide strike on Sunday at 44 gold and coal mines in demand for better working conditions and higher wages.

The statement slated attempts by the mining authorities to "employ scab labour".

ARGUS 17/8/87

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Anglo and NUM meet on strike violence

The Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) and Anglo American management are meeting today to discuss violence surrounding the seven-day national miners' strike, which, according to one estimate, has cost the gold-mining industry R90-million

The meeting follows days of strike-related violence which has resulted in the injury of about 240 strikers and the arrest of about 200

Twenty-four union members were injured in weekend clashes with mine security forces at Anglo's Vaal Reefs gold mine and at Gencor's Matla colliery

According to the independent Labour Monitoring Group the strike is costing three of the worst-affected mines about R17-million a day, which amounts to more than R90-million so far. The Chamber of Mines has declined to comment on the estimate.

IN HOSPITAL

The Congress of SA Trade Unions (Cosatu) also meets today to discuss solidarity action with strikers

● Five coalminers are today recovering in hospital after eating insecticide-spiked lunch-packs underground at Gencor's TNC colliery near Witbank on Friday

It is believed the men were among 120 out of the mine's complement of about 1 300 who broke the national strike

A Witbank NUM spokesman said union members were not responsible for the poisoning



Matabeleland

HARARE — Mr Fr. ... was trampled to death while camping in the Hwange National Park, police said

Everest, K-2 heights

ISLAMABAD — A team of geologists set out yesterday to determine whether the K-2 mountain with China is taller than Everest on the Nepal-Tibet border. The K-2 is 8 848m above sea level but has not been measured less precisely

Tamil Tigers to surrender

NEW DELHI — Sri Lanka's Liberation Tigers of Tamil Eelam agreed to surrender to the Indian government from tomorrow

Zimbabwe to start work

HARARE — The House of Assembly in Harare is expected to start work this week. The new constitution will see an end to the reserved white seats in parliament. Speaking on the transition programme, the Minister of Justice and Parliamentary Affairs said this would "bury the tradition of race" — Sapa

Disaster coxswain

LUSAKA — Zambian coxswain of the Zambezi River the Luapula River. The disaster although the official death toll is more than 300 people have been feared dead — Argus

Korean ambassador

HARARE — North Korean ambassador, Mr Li Ju Ok, has been killed. Mr Ju Ok, 58, had been killed by his wife, three days ago. Argus Africa News Service

Typhoon death

MANILA — The death toll from typhoon Betty rose to 4 men warned Filipinos that typhoon threatening to hit later today — Sapa-A

Lebanon car-bombing

BEIRUT — A car-bombing killed 10 people and injured 30 others in a busy street in Beirut

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RAMAPHOSA ^{Cart Tracks 7/8/87} SA's Lech Walesa ⁽²¹⁾

JOHANNESBURG. — Mr Cyril Ramaphosa, the union leader locked in a historic trial of strength with South Africa's mining houses, has spent five years preparing for this confrontation

"The mining industry had to have a massive strike. Both sides knew it was coming," he said

About 250 000 black miners are on strike on gold and coal mines.

Since becoming the first general secretary of the National Union of Mineworkers (NUM) in 1982, Mr Ramaphosa, a lawyer, has built up its membership from an initial 6 000 to around 300 000.

Shunning publicity, 34-year-old Mr Ramaphosa has concentrated on grassroots organization, often traveling seven days a week from pit to pit to mobilize membership on the mineral-rich Highveld.

It has been a daunting task. Many experts doubted it was possible to pull together the disparate groups of migrant workers from tribal homelands and neighbouring black states.

Speaking half-a-dozen languages, the miners often had only one thing in common — a desperation for work that

made them reluctant to risk their jobs by striking

With workers cloistered in hostels in guarded mine compounds, it has been difficult for the NUM to maintain contact with members, let alone organize industrial action

"Ramaphosa has managed to become the Lech Walesa of black labour," labour relations expert Mr Andrew Levy said

Mr Ramaphosa's motivation came partly from the vision of his grandfather, a diamond miner who walked hundreds of kilometres from the Transvaal to a low-paid job in Namaqualand.

As a university student, he was influenced by Steve Biko. Mr Ramaphosa has also spent time in detention

Two years later, following the eruption of unrest in Soweto, he was detained for six months, again under terms of the Terrorism Act.

The first legal strike by black miners in 1984 quickly petered out. This time, Mr Ramaphosa says, NUM morale and organization are in far better shape. — Sapa-Reuter

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Miners
poisoned

17/11/87
JOHANNESBURG —
Five coal miners are today recovering in hospital after eating insecticide-spiked lunchpacks underground on Friday.

It is believed the men were among 120 workers out of a complement of about 1 300 at Gencor's TNC Colliery, near Witbank, who broke the national mine strike.

The men were rushed to the Rand Mutual Hospital in Johannesburg where they are reported to be in a stable condition.

— Sapa

NUM meets Anglo management today to discuss strike violence

17/8/87

Stav

Landau strikers to stay out

213

HOA

By Mike Siluma and Tim Cohen

The National Union of Mineworkers (NUM) and Anglo American management are meeting today to discuss violence surrounding the seven-day national miners' strike, so far believed to have cost the gold mining industry R90 million

The meeting comes in the wake of strike-related violence which has resulted in the injury of about 240 strikers and the arrest of about 300 by mine security and police, according to NUM

Thirty NUM members were injured in weekend clashes with mine security at Anglo's Vaal Reefs Gold Mine, and at Gencor's Matla colliery.

According to the independent Labour Monitoring Group (LMG), the strike was costing three of the worst affected mines about R17 million a day.

And the giant Congress of South African Trade Unions (Cosatu) meets today to discuss solidarity action with striking mine workers. Cosatu's biggest region, the Witwatersrand, said in a statement that it condemned the use of the security forces and mine security "in an attempt to break the legitimate strike"

About 200 members of the Chemical Workers' Industrial Union today stopped work at the Matthey Rustenburg Refinery in Wadeville in protest against the company's decision to relocate to Bophuthatswana and in solidarity with the NUM strike, the union said. Company comment was unavailable.

Anglo said its meeting with NUM, which follows the union's acceptance of a proposal to prevent violence on strike-affected mines, would take place today

NUM general secretary Mr Cyril Ramaphosa said the union's strike committee had not formulated a specific response to Anglo's plan, but would "negotiate in good faith"

The LMG estimated that the strike had cost the three worst-hit gold mining companies about R90 million in potential profit, offset by about R30 million saved by not paying strikers.

Anglo said the situation on its mines remained unchanged

A Gencor statement said the situation at some of its gold mines had "improved significantly".

Highveld Bureau

The 1 500 striking miners at Witbank's Landau Colliery would not be going back to work tomorrow even though Anglo American had threatened to close the mine immediately if they failed to return, said the National Union of Mineworkers

Previously Landau had been listed for closure in 1988.

The NUM's assistant general secretary, Mr Marcel Golding, said the threat to shut the mine was "subterfuge"

He said any dismissals tomorrow would be "unlawful and each one will be challenged in court"

"It will be no more than a mass dismissal for strikers participating in a legal and justified strike."

"It will be a cheap form of retrenchment."

Anglo American has also said it will close Western Holding's No 1 shaft in the Free State and Vaal Reefs No 6 shaft at Orkney

Youth dies in unrest at soccer match

PRETORIA — A youth was killed and six others were injured near Kimberley on Saturday when municipal police used shotguns and pistols to break up a group of stone-throwers

Police said municipal police tried to stop stoning at a soccer match when they were stoned themselves

In other weekend unrest reported by police:

● In Mbekweni, near Paarl, two security force members and a civilian suffered slight shrapnel wounds when a grenade was thrown at them

● A bus and a number of private vehicles were stoned in Bonteheuwel

● In Long Street, Maritzburg, 370 people were arrested in front of the main post office for causing an obstruction on the pavement

● At the Optimum coal mine near Blinkpan, Middleburg, 27 people were slightly injured when mine security officials used teargas and shotgun fire to disperse a large group of miners after a stoning incident.

● At Western Deep Levels gold mine, near Carletonville, a man was injured and three others arrested during unrest

— Sapa

Strike lifts lid on embargoed coal to France

ARGUS

17/8/87

From JAMES TOMLINS

The Argus Foreign Service

Dateline. PARIS

HUNDREDS of thousands of tons of South African coal are breaking France's 1985 embargo by being invoiced as Australian

This situation has emerged owing to the South African strike of coal miners

For France's giant state-owned EDF-GDF electricity and gas power authority has privately expressed concern in case this "Australian coal" is no longer available

The authority was opposed to the coal embargo imposed on November 13, 1985, by Socialist Prime Minister Laurent Fabius. He announced an immediate and total halt to all imports of

South African coal as a protest against apartheid

Coal imports at the time were running at a level of about four million tons annually

But trade circles here said that 600 000 tons of South African coal were imported into France illegally in 1986, and over 800 000 tons in the first half of this year

The South African coal is shipped to ports in Belgium and the Netherlands and sent to France by train

Shipping invoices list the country of origin as Australia

An official of the EDF-GDF authority said South African coal costs \$26 per ton, compared to \$52 per ton for French coal and \$32.50 for Polish coal

Meanwhile, France's major anti-apartheid movement, MRAP, in a recent communique, urged "a total boycott of South Africa in all sectors to ensure the collapse of apartheid"

The MRAP expressed its "admiration and support" for the striking miners, and added that it was a "scandal" that the French government was permitting South African investment in seven of France's main casinos

The Paris daily *Le Matin* described NUM Secretary General Cyril Ramaphosa as South Africa's Lech Walesa

It noted that the arrests of leaders of anti-apartheid political movements "gives a new role to trade unions, and Cyril Ramaphosa is in the front line of a movement becoming more and more political"

Mine violence: Anglo, union talk

CAT Times 17/8/87
Own Correspondent

213

JOHANNESBURG — The National Union of Mineworkers (NUM) last night agreed to meet Anglo American officials in mutual efforts to curb the violence in the one-week-old mine strike that has already left 250 workers injured

Anglo American Corporation said it had recommended compromise steps to the NUM to prevent the sporadic violence that has marred the strike since it began at 9pm last Sunday

The general secretary of the NUM, Mr Cyril Ramaphosa, said NUM representatives will meet Anglo negotiators today

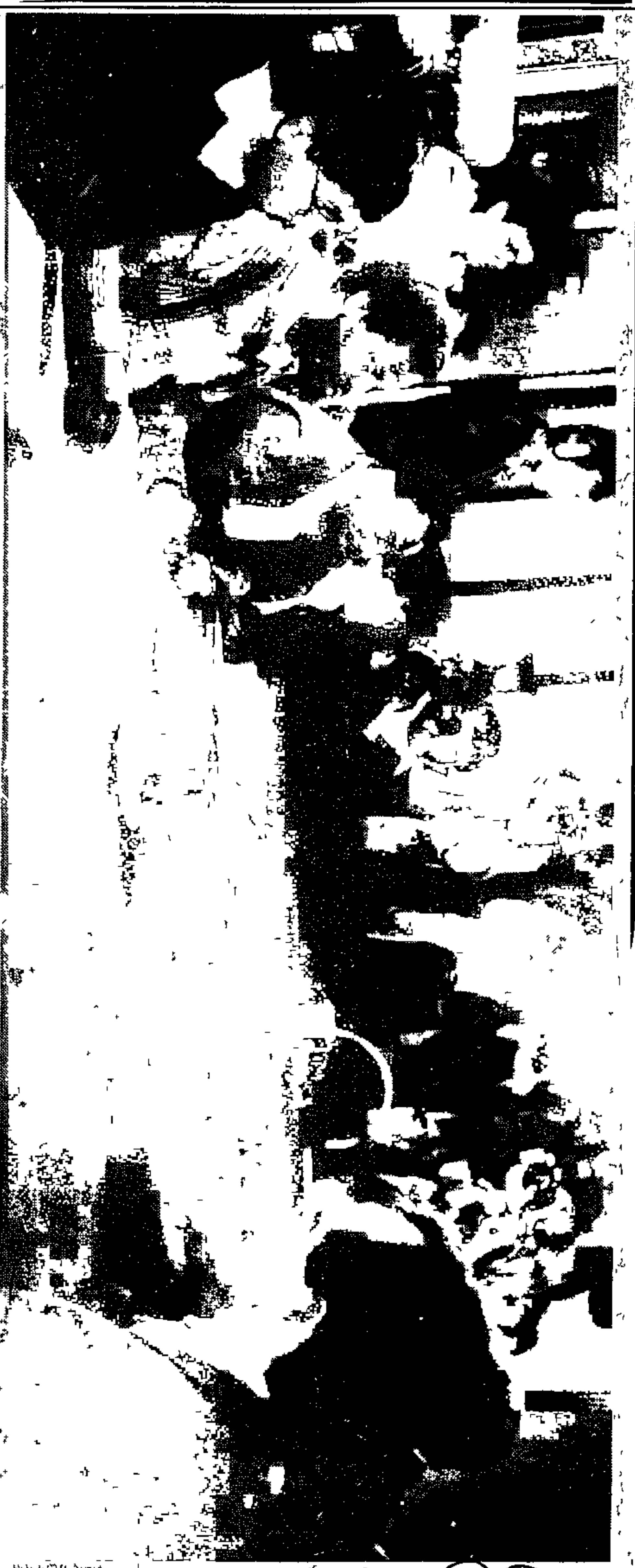
Anglo has drawn up a four-point proposal to prevent intimidation, employee violence and the need for mine security personnel to use force

The strike by the NUM has cost the gold-mining industry an estimated R93m in the seven days of the strike, according to the Labour Monitoring Group (LMG)

Mr Ramaphosa said at a press conference here yesterday that it was evident from the LMG figures that 60% of the union's wage demands "have already been lost by the mines"

He said more mines are to go out on strike today, and disclosed that miners are to follow a new strategy of defending themselves, but would not elaborate

● Ramaphosa, SA's Lech Walesa — Page 6



THE NUM delegation facing Anglo American Corporation representatives during talks yesterday in Johannesburg to discuss violence on the mines as the strike continues. From left: Mr Cuban Pillay, Mr James Motlatsi, Mr Cyril Ramaphosa and Mr Marcel Golding. The meeting was adjourned until today. See page 4.

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~~213~~

Scoutman

18/8/87

Mines, strikers continue talks

213
18/2/87

JOHANNESBURG — The National Union of Mineworkers (NUM) and Anglo American met for three hours yesterday and will continue discussions today on ways of eliminating violence on strike-bound mines.

Anglo's Bobby Godsell described the discussions as "constructive" NUM's general secretary, Mr Cyril Ramaphosa, however said, he did not wish to characterise the talks as positive until and unless they were successfully concluded

The discussions were adjourned to allow Anglo to consider a number of NUM proposals tabled at the meeting

Mr Ramaphosa said the union was willing to accept Anglo's proposals, and communicate them to strike committees, provided the company accepted the union's suggestions

He said the company's

proposals were insufficient, but believed adoption of the entire package would help restore calm on Anglo's mine's

Anglo has proposed that all hostels should function normally under management control; there should be normal access to hostels for workers, management and union officials, there should be normal access to shafts and plants with areas designated for peaceful picketing, should the union request this, and force or the threat of force should not be used by management, the union, or union members to prevent workers from striking peacefully or working normally

The NUM told Anglo that mine security personnel should stop maintaining a visible presence. They should be removed from hostel areas and cease patrolling. In addition, Anglo should agree not to call in the SAP under any circumstances

Further, the union said charges laid against scores of strikers in the past week should be withdrawn.

"If the company withdraws these charges we will believe Anglo is not in collusion with the State against us," Mr Ramaphosa said. Another 53 Western Deep Levels miners are facing public violence charges

The NUM further proposed the mines should be opened to the media so the media can assess where violence originates, Anglo should reverse its decision to charge strikers for food and accommodation, and workers disabled in strike violence should be compensated from a fund which should be established by Anglo.

It said workers allegedly being detained in mine security barracks should be released

Finally, the union recommended that, should an agreement be reached, an independent arbitrator should be appointed to investigate any alleged breaches.

19/8/87 (1) (2/3) Sawefan

Amcoal extends ultimatum

WORKERS at Amcoal's Landau Colliery will have their contracts terminated if they are not back at work by today — extending the Anglo American Corporation's deadline for their return to work by 24 hours, the AAC said in a statement yesterday.

Amcoal last week announced that it had advised its shareholders that Landau Colliery would be closed in March 1988.

It added that because of "loss of production occasioned by a continued strike" — the national miners'

strike that began on August 9 — it had decided to close the mine on August 17 if workers had not resumed production

"Following discussions yesterday between Amcoal management and the NUM in regard to the possible closure of

Landau Colliery failing a timeous return to work by striking employees, Amcoal has decided to extend the deadline for a return to work by 24 hours," the Anglo statement said.

This would give the NUM an opportunity to speak to its members

yesterday

However, if employees are not back at work by tomorrow morning their contracts will be terminated, said Amcoal. — Sapa.

A spokesman for Anglo said today that "a pipeline supplying water to the Ergo plant was sabotaged resulting in lost throughput of about 2 000 tons". He added that police were investigating.

NUM's strike committee at Anglo's Freddies mine had agreed to allow maintenance crews in under security protection to effect repairs to three kitchens in the No 5 hostel, the spokesman said.

Talks between NUM and Anglo broke down last night when the union walked out after learning of the injury of members at President Steyn.

NUM claimed that police fired rubber bullets after being called in at the mine, but police have denied the claim.

In a statement, the Police Directorate of Public Relations said a group of about 50 people gathered at the mine yesterday afternoon. The police were called in and ordered the group to disperse.

He said when they refused, tearsmoke was used and the group dispersed.

"There were no injuries or arrests," he said.

According to NUM general secretary Mr Cyril Ramaphosa six of the shot mine workers were in a serious condition.

Mr Ramaphosa said the workers were sitting or standing at a bus stop outside the mine gates when the SAP arrived and started shooting "without any provocation". He accused Anglo of "collusion" with the police.

Anglo industrial relations adviser, Mr Bobby Godsell, denying Anglo had called the police, called on NUM to resume talks on ending violence on strike-bound mines.

"Initial investigation of the incident at a concession store near President Steyn gold mine, which NUM cited as their reason for abruptly terminating the discussions about mine violence, show it did not take place on mine property and did not involve mine security personnel."

On the Eastern highveld, an Amcoal spokesman said today that about 700 strikers at the Landau colliery had agreed to return to work this morning.

NUM claims 15 injured in OFS clash

Pipeline sabotaged

as mine talks falter

By Mike Siluma

In continuing mine strike-related violence last night, a pipeline supplying water to the East Rand Gold and Uranium (Ergo) plant near Springs was sabotaged and 15 National Union of Mineworkers (NUM) members were allegedly injured in police action at Anglo American's President Steyn Gold Mine in the Free State.

Drama surrounding the strike in the last 24 hours has also seen the breakdown in talks between the union and Anglo American, aimed at ending violence surrounding the 10-day-old miners' strike.

NUM walked out of the talks, claiming Anglo had called in police at the President Steyn mine and that workers had been injured. Anglo has denied this, and today called on NUM to resume talks on the violence issue.

19/8/87

(2/13) Spur



Union walks out of strike talks

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19/8/87

JOHANNESBURG
The JSE's gold board rebounded sharply on the higher gold price yesterday, rousing the entire board from its Monday doldrums

The metal's upturn, mainly on a weaker dollar, stemmed the nervous selling from London which developed when the miners' strike started

With no stock coming out of London and Johannesburg having been a consistent buyer, the gold sector recorded sharp advances

The all-gold index gained 53 points to 2315 and the overall market index rose 33 points to 2669

Gold gained \$4.20 to \$457.50 at the London afternoon fix and surged through the \$460 mark in early New York trade. A firmer platinum price contributed to the metal's buoyancy — DDC

price
Holcom Futures' director, Mr Charles Johnstone, said "Traders are used to South Africa's gold mine strikes being short-lived. The action would have to last at least two weeks before we will see significant rises in the gold price"

Conditions to breach the \$500 per ounce gold price barrier, according to Mr Johnstone, would be a long strike, a renewed flare-up in the Gulf and a sharp drop in Wall Street shares prices which are currently performing strongly

In other developments, Anglo American has extended until today the deadline for strikers to return to work or face dismissal at its Amcoal Landau Colliery and the Number Six shaft at Vaal Reefs gold mine — DDC-Sapa

As attitudes toward the ten-day-old strike hardened, the NUM's general secretary, Mr Cyril Ramaphosa, said strike ballots would be taken at De Beers diamond mines at Kimberley, Namaqualand and Premier before the weekend

Both sides failed in an hour of talks to agree on how to end the violence that has left about 300 mineworkers injured

Mr Ramaphosa said the NUM left the meeting after hearing that 15 strikers at President Steyn mine near Welkom, who had been waiting for buses at the mine entrance, were injured by police firing rubber bullets and wielding sjamboks

A spokesman for the police public relations directorate in Pretoria confirmed that an incident had taken place on the road between Welkom and Virginia outside the entrance to the Number Four shaft at President Steyn at 2.15 pm

He said an "illegal gathering of 40 people formed and refused to disperse when asked to do so"

"Five teargas canisters and rubber bullets were fired and no injuries were reported," the police spokesman said

Anglo's chief spokesman, Mr Bobby Godsell, said earlier the NUM had been urged to accept joint review boards — at national or local level — to deal with a range of union proposals

Describing the walk-out as an "abrupt termination of negotiations," Mr Godsell stressed that Anglo was not responsible for the violence

"The ball is in the NUM's court. We are prepared to return to negotiations on meaningful issues," he added

Mr Ramaphosa said Anglo had agreed to only one of six NUM proposals — to demobilise mine security — but would not accede to the withdrawal of police charges against strikers, compensation for workers injured in clashes during the strike and refraining from calling the police

Mr Ramaphosa made it clear that Anglo's proposals, although accepted by the union, were "not sufficient to restore mines to a non-violent situation"

Chamber of Mines statisticians yesterday reached what they considered to be an accurate figure of the cost of the strike so far

This was echoed yesterday by a mining source who put the figure at R75 million

The chamber has rejected as inflated the Labour Monitoring Group's estimate that mining houses had lost R93 million

Commodity brokers believe at least four more strike days are needed to realise a significantly higher gold

JOHANNESBURG — Efforts aimed at ending violence at strike-hit Anglo American mines broke down yesterday when leaders of the National Union of Mineworkers (NUM) walked out of talks with Anglo.

Golds rise sharply

ARGUS 19/8/87

Water pipeline sabotaged as mine-strike talks fail

The Argus Correspondent

JOHANNESBURG — In continuing mine strike-related violence last night, a pipeline supplying water to the East Rand Gold and Uranium (Ergo) plant near Springs was sabotaged and 15 NUM members were allegedly injured in police action at Anglo American's President Steyn gold mine, in the Free State

The last 24 hours has also seen the breakdown of talks between the National Union of Mineworkers (NUM) and Anglo American aimed at ending

violence surrounding the 10-day strike

NUM walked out of the talks, claiming Anglo called in police at the President Steyn mine and that workers had been injured. Anglo has denied this accusation, and today called on the NUM to resume talks

A spokesman for Anglo said today "A pipeline supplying water to the Ergo plant was sabotaged resulting in loss of about 2 000 tons"

Talks between the NUM and Anglo broke down last night when the union walked out after learning of the incident at President Steyn. The NUM claimed police fired rubber bullets, but police have denied this claim

In a statement last night, the Police Directorate of Public Relations said a group of about 50 people gathered at the mine yesterday afternoon. The police were called in and ordered the group to disperse. When they refused, tearsmoke was used and the group dispersed. "There were no injuries or arrests," he said.

The NUM's general secretary, Mr Cyril Ramaphosa, said six of the wounded mineworkers were in a serious condition. He said the workers were sitting or standing at a bus stop outside the mine gates when police arrived and started shooting without any provocation. He accused Anglo of "collusion" with the police.

Anglo's industrial relations adviser, Mr Bobby Godsell, denying Anglo had called the police, called on the NUM to resume talks. "Initial investigation of the incident at a concession store near President Steyn gold mine, which NUM cited as their reason for abruptly terminating the discussions about mine violence, did not take place on mine property and did not involve mine security personnel."

In the Eastern Highveld, an Amcoal spokesman said today that about 700 strikers at the Landau colliery had agreed to return to work after consultation following talks between the NUM and management.

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NUM says workers tear-gassed

Miners defy back-to-work ultimatum

20/8/87 B/Day

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~~10/8/87~~

ABOUT 2 000 gold miners at Anglo American's Vaal Reefs No 6 shaft have defied the deadline to return to work or lose their jobs.

The shaft now faces permanent closure after Anglo said earlier this week the unprofitable low-grade mining operation would be shut down unless the strike at the shaft ended

NUM spokesman Marcel Golding said "The Vaal Reefs mineworkers decided to pack up and leave the mine in solidarity with the strike"

Anglo yesterday extended its dismissal deadline at Vaal Reefs by seven hours to 9pm to give NUM more time to discuss the situation with workers

About 700 coal workers at Amcoal's Landau colliery, faced with a similar ultimatum, returned to work in the afternoon.

The colliery was also threatened with closure unless workers heeded the corporation's 2pm deadline to end the strike

Incidents of mine violence rose sharply after the NUM leadership walked out of Tuesday's talks with Anglo to draw up

HAMISH McINDOE

proposals to stop violence on strike-bound coal and gold mines

Despite the deadlock, Anglo said it was available to resume talks to stop mine violence "at any time and at any venue".

An Anglo spokesman said "The ball is in their court and we are convinced discussion would have a constructive outcome"

Referring to yesterday's mine violence, NUM general secretary Cyril Ramaphosa said it would be difficult to continue talks in the current climate

He said mine security at Gencor's Bracken gold mine near Evander tear-gassed workers in their hostels after trying to force them underground

Dismissing that as "unfounded", Gencor spokesman Harry Hill said mine security dispersed about 100 strikers after the morning shift went underground.

Hill said "Repeated appeals to disperse were ignored and the group's be-

● To Page 2



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Miners defy ultimatum

behaviour became increasingly aggressive It was necessary for mine security to use tear smoke to restore order."

About 10% of Bracken's 3 500 coal-workers have joined the NUM's 11-day-old wage strike — a 5% rise on Tuesday's count

Ramaphosa said mine security at Anglo's Goedehoop colliery tear-gassed workers and made six arrests. It was not clear what caused the clash and Anglo was still trying to verify the incident at the time of going to press

Details of eight workers arrested at Gencor's Transvaal Navigation colliery near Witbank are similarly vague

Yesterday marked the first time in the strike that mine property was reported damaged — a pipeline supplying water

● From Page 1

to Anglo's Ergo gold plant near Springs was sabotaged causing the loss of about 20 000 tons of water

The Chamber of Mines migrant labour recruiting arm — the Employment Bureau of Africa (Teba) — yesterday reached agreement with the NUM on wage increases for employees at its Johannesburg and Welkom depots

Teba increases were in line with the chamber's wage offer in talks with the union on increases for the gold and coal mineworkers

The two-day strike at Johannesburg Consolidated Investments' Matthey Rustenburg platinum refinery at Wadeville near Germiston also ended

Work-or-be-sacked ultimatum denied

The Argus Correspondent

JOHANNESBURG. — About 24 000 workers at four Gencor mines in Evander have been given an ultimatum to return to work tonight or lose their jobs, according to the National Union of Mineworkers (NUM) — a claim denied by Gencor.

The dispute over the Evander mines came on the 11th day of the national strike called by the NUM.

"As is the accepted practice, workers have been informed that they were absent from

work without permission and that failure to return to work today would result in disciplinary hearings," said a Gencor spokesman

Resigned

At the same time, Anglo American said today, it would close No 6 shaft at the Vaal Reefs gold mine in the light of a decision by between 2 000 and 3 000 workers to leave rather than heed an ultimatum to return yesterday

An Anglo spokesman said about 2 000 workers had "elected not to return to work, have resigned and are going home"

The NUM said up to 3 000

workers at Vaal Reefs had "decided to leave because they believe the ultimatum is an attempt by management to undermine the strike and break the unity of the workers"

The management today rejected allegations by the NUM that teargas had been used to force strikers to go to work at Bracken and that miners at TNC colliery had been forced to work at gunpoint

A Bracken spokesman said two workers, not four, had been arrested. He said the mine "totally rejects allegations that workers had been forced underground in any way at any time at Bracken gold mine"

Refused

"Some time after the day-shift had gone underground this morning a group of strikers formed and threatened other employees with violence. After repeated appeals to disperse were ignored the group's behaviour became increasingly aggressive and it was necessary for mine security to use tearsmoke to prevent the situation from deteriorating further. No injuries were reported," said the spokesman

While about 80 percent of workers had reported, about 400 refused to work and later returned to surface yesterday

● The Randfontein Estates management has denied that strikers were refused water and food by the management, as alleged by the NUM

NUM walkout

THE National Union of Mineworkers delegation walked out of talks with Anglo American yesterday, after receiving a message that violence had broken out at the President Steyn Mine in the Free State.

Anglo's head of industrial relations, Mr Bobby Godsell, said the NUM delegation had walked out of the second round of negotiations to reduce the level of violence on the company's mines since the start of the 10-day-old coal and gold miners strike.

An Anglo spokesman said that there had been an "incident at a concession store on the Virginia/Welkom road yesterday afternoon.

"It did not occur on mine property and did not involve mine security from any of Freegold's mines," the Anglo spokesman said.

A spokesman for the Police division of public relations in Pretoria said he was not aware of any incident and would check. If it was "in any way unrest related," information would only be given in the daily unrest report today.

19/8/87

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Anglo offer: NUM calls on chamber

Caple Times 25/8/87 (213) 1000

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers leadership last night called on the Chamber of Mines to reopen wage talks after Anglo American offered to start unconditional negotiations with the union to end the 15-day-old gold and coal miners strikes

NUM spokesman Mr Marcel Golding made it clear, however, that Anglo could not negotiate the wages issue alone but only through the Chamber of Mines as the recognized collective bargaining agent

The NUM has sent the chamber a telex expressing its willingness to reopen talks in the light of Anglo's offer but chamber spokesman Mr J Liebenberg said the executive committee would only make a decision on the union's proposal at a meeting early today

The move follows Anglo strongly urging the NUM to return to the negotiating table to settle the dispute after an Anglo miner was killed in a hostel fight yesterday morning

Anglo's chief spokesman Mr Bobby Godsell said yesterday there were "decisive indications" of a return to work for the first time since the strike started

Meanwhile dismissal deadline for 10 000 striking Anglo miners has been

extended from today till tomorrow This applies to 7 000 strikers at the No 2 and No 3 shafts at Western Holdings gold mine and 3 000 coal workers at the New Denmark and Springfield collieries A similar ultimatum to 6 000 striking gold miners at the Vaal Reefs No 9 shaft was put forward by 24 hours to today

This brought to 40 000 the number of striking miners who faced dismissal ultimatums or disciplinary hearings About 7 000 strikers have already been dismissed for defying return-to-work deadlines

Meanwhile, the death toll in the strike rose to six after a worker at Anglo's President Steyn gold mine was killed early yesterday in a hostel fight between strikers and workers wanting to go underground

As in past clashes, management and the union gave dramatically different versions of what happened

Anglo still refuses to be drawn on production losses suffered by the strike But, said Mr Godsell, "it's been very expensive for us all"

● Sapa reports that the Employment Bureau of Africa, the chamber's labour-recruiting arm, sent more than 1 000 Basotho men to strike-hit mines last Friday Thousands more were queuing for jobs at Teba offices in Maseru yesterday

Homeward bound miners warned

JOHANNESBURG — or the marginal operation would be closed down.

The Anglo-American Corporation warned last night that black gold-mine workers leaving Vaal Reefs in the western Transvaal and heading home were "resigning their jobs".

A National Union of Mineworkers (NUM) spokesman, Mr Marcel Golding, said the miners had decided to give up their jobs and return home rather than "break" the miners' strike.

Anglo, the Republic's biggest gold producer, had given an estimated 2500 strikers at Vaal Reefs until yesterday to return to work at the mine's Number 6 shaft

Anglo extended the deadline until last night to give NUM officials time to explain the proposed closure to union members, Mr Golding said.

An Anglo spokesman, Mr James Duncan, said the corporation "understood" the NUM had told its members at the Number 6 shaft to go home.

The strike started in East London on June 23 after the Postal Workers' Union alleged three workers had been dismissed unfairly.

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Labour Update

Violence threatens strike talks

THE National Union of Mineworkers warned yesterday that it would find it increasingly difficult to continue negotiations to end violence on strike-torn mines while violence from management's side continues.

Num's general secretary, Mr Cyril Ramaphosa said this after his delegation walked out of a meeting with mine bosses on Tuesday after it learnt that there was violence at the President Steyn mine. It accused management of calling in the police and called on Num to resume talks to end violence.

A spokesman for Anglo yesterday said a pipeline supplying water to the East Rand Gold and Uranium plant near Springs was sabotaged and a number of Num members were allegedly injured in police action at President Steyn Gold Mine in the Free State.

Main road

The incident occurred on the main road between Welkom and Virginia in the Free State near the number 4 shaft of Anglo's President Steyn Gold Mine.

Police in Pretoria have confirmed an incident near the shaft and said that rubber bullets and tearsmoke

BY JOSHUA RABOROKO

had been used to disperse an "illegal gathering" of about 40 miners who did not disperse when asked to do so. Police said no injuries or arrests were reported.

The Num's general secretary, Mr Cyril Ramaphosa, said 15 people had been injured in the incident and some had been taken to hospital.

Anglo's head of industrial relations, Mr Bobby Godsell, said mine security personnel were not involved in the incident and appealed for the Num to return to negotiate an agreement that would

eliminate the violence on company mines that has been endemic since the start of the strike on August 9.

Anglo submitted four proposals which the company thought would help reduce violence, to the Num on Sunday and talks began at a Johannesburg hotel on Monday afternoon.

Restore peace

The negotiations were adjourned when the Num said it felt Anglo's proposals were not sufficient to restore peace on the mines and submitted eight proposals of its own.

The union's proposals included

that mine security forces be removed from hostels; that Anglo should not call the SAP onto mine property; and that charges against workers arrested during the strike be withdrawn and injured workers be compensated.

Anglo proposed that all hostels should function normally, that there be normal access to the hostels for workers, management and union officials, and that there be normal access to shafts and plants with areas designated for peaceful picketing. The mine also suggested that no force, or threat of force, be used by management, the union, or its members.

Miners defy deadline for return to work

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20/8/87
JOHANNESBURG — About 20 000 black miners voted yesterday to defy back-to-work ultimatums and decided to head home rather than break ranks with another 310 000 colleagues in the 11th day of the country's biggest mine strike

The decisions at two gold mines could lead to the first dismissals in the strike that has partly paralysed South Africa's mining industry

National Union of Mineworkers (NUM) spokesman Mr Kuben Pillay said 17 000 men at the Western Holdings gold mine voted late yesterday to leave the fenced mine compound as soon as possible

The Anglo-American Corporation had set a deadline this morning for a return to work by about 3 000 men at the Number One shaft at Western Holdings

"Our members considered the ultimatum at a meeting tonight and we have just heard that all the mineworkers voted to leave and totally shut down the mine rather than let their colleagues on the number one shaft carry the can," said Mr Pillay.

Earlier yesterday, about 2 500 workers at the Vaal Reefs number six shaft voted also to reject an Anglo-American ultimatum to return to work or see their shaft permanently closed — UPI

24 000 given

job loss

ultimatum.

says NUM

Star 2018/11/11 (213)

About 24 000 workers at four Gencor mines in Evander have been given an ultimatum to return to work tonight or lose their jobs, according to the National Union of Mineworkers (NUM) - a claim denied by Gencor

The Evander dispute came on the 11th day of the national strike called by the NUM

A Gencor spokesman denied an ultimatum had been issued to the strikers

"As is the accepted practice, workers have been informed that they were absent from work without permission and that failure to return to work today will result in disciplinary hearings," said the spokesman

At the same time, Anglo American said today it would close the No 6 shaft at the Vaal Reefs Gold Mine in the light of a decision by between 2 000 and 3 000 workers to leave the mine rather than heed an ultimatum to return yesterday

The development follows the return to work by about 700 workers at Amcoals Landau colliery on Tuesday to avert the threatened immediate closure of the mine

NUM general secretary Mr Cyril Ramaphosa said the decision to end the strike at Landau was taken "democratically by workers and we respect that decision"

Management today rejected allegations by the NUM that teargas had been used to force workers to go to work at the Bracken mine, and that workers at TNC colliery had been forced to work at gunpoint

Other developments

● Randfontein Estates Gold Mine management has denied that striking workers were being refused water and food

● A wage agreement is being reached between the Employment Bureau of Africa, a company affiliated to the chamber, and the NUM on increases for employees at the Welkom and Johannesburg depots

CME Trans 14/887

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Strike on all Anglo gold mines

Own Correspondent

JOHANNESBURG — Mine managements have confirmed that the National Union of Mineworkers' strike spread yesterday to another six mines and other installations. However, workers at another two mines returned to work.

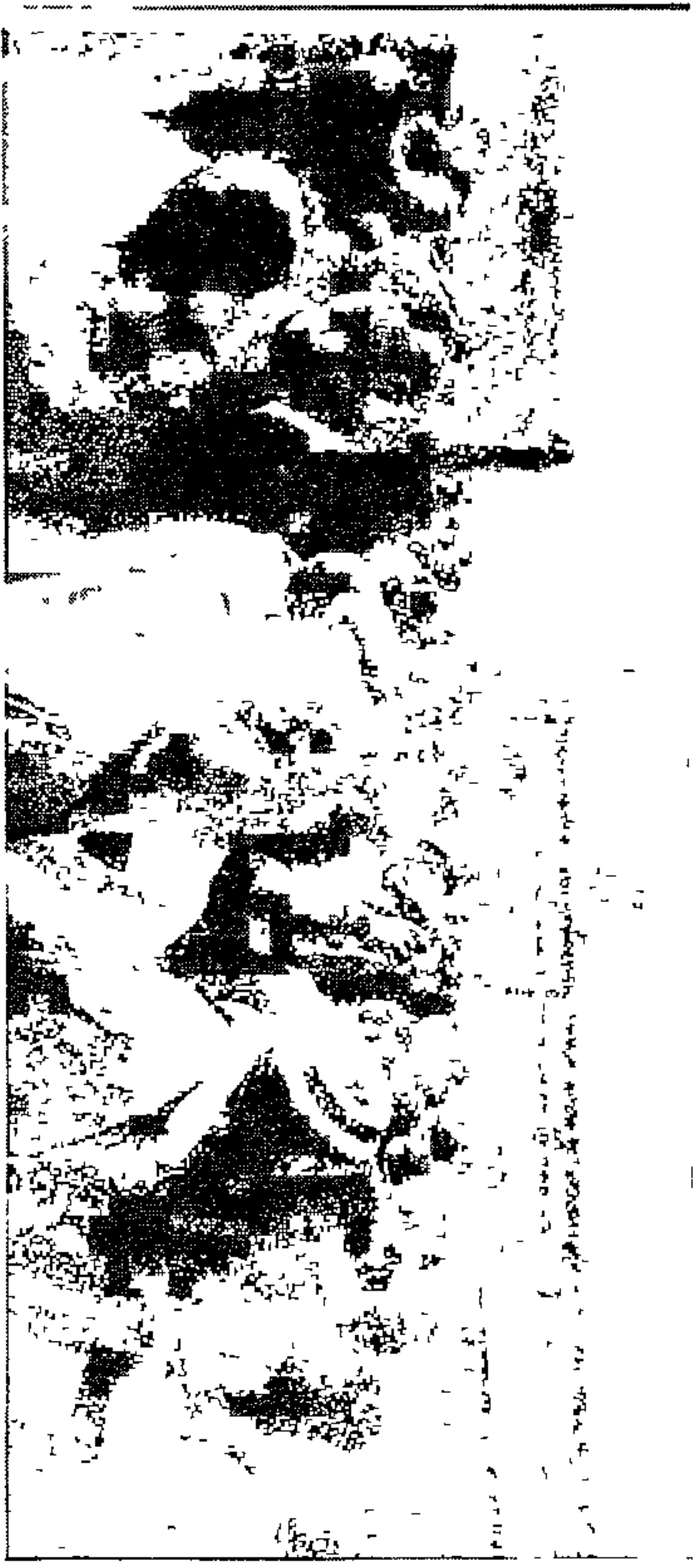
Anglo American's spokesman, Mr Peter Gush, said yesterday for the first time that all of its gold mines were affected by the strike.

The strike is supporting the gold price. Trading in gold shares turned cautious on the JSE yesterday as investors, particularly in London and New York, showed concern over the impact of the strike.

About 150 of the Rand Refinery's 360 employees went on strike yesterday, according to the Chamber of Mines.

JCI said 1 300 employees at the Tavistock and Phoenix sections of Tavistock collieries failed to arrive for work. A spokesman said the strike was unlawful as the NUM was not recognised there.

He also confirmed that 1 600 Consolidated Murchison workers began a strike over a separate wage dispute.



MINE STRIKE - Miners at the Ergo mine who joined the NUM strike yesterday

The company reported that more than 1 000 workers at the Ergo and Daggafontein plants also joined in. Anglo received a Supreme Court interdict for the eviction of Ergo employees from company premises after allegations of sabotage.

Anglo said the union has rejected a 16,1% to 19,5% wage offer which

would take the minimum to R614. Workers, who are staging a sit-in, would be given "time to leave peacefully".

Police yesterday confirmed the arrest of 23 strikers and the use of teargas at the Ergo. One of the miners, while fleeing, fell and was injured, the SAP spokesman said.

Police acted at 4 50pm yesterday to disperse an illegal gathering following a successful interim court interdict by Anglo American to evict strikers from the premises for the duration of the NUM strike.

At about the time of the police action Anglo American was addressing a media conference in Johannesburg.

It referred to the legal strike following the deadlock in mediation this week, the union's strike ballot and the company's successful court application to prevent acts of sabotage.

However, managements denied NUM claims of strikes at West Rand Consolidated and Simmergo.

Operations at Anglovaal's Lorange gold mine returned to normal after about 2 000 strikers met a management ultimatum to return, and 350 at Gold Fields' New Clydesdale Colliery also returned.

NUM secretary-general, Mr Cyril Ramaphosa, said yesterday that six strikers at Anglo American's Steyn gold mine were injured when mine security assaulted them and opened fire with rubber bullets.

Anglo OFS gold chief, Mr Lionel Hewitt, said at a media conference last night security personnel were accompanying a management employee who wished to distribute a communication to strikers.

They found the hostels had been taken over by strikers who denied them access. They forced their way in using rubber shot to disperse a hostile group of workers.

NUM strike well-conducted — Anglo

DD
14/8/87
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YES

JOHANNESBURG — Despite claims and counter-claims of violence and intimidation by the striking National Union of Mineworkers (NUM) and mine management the four-day-old gold and coal strike has been reasonably well-conducted, Anglo American's industrial relations consultant, Mr Bobby Godsell, told a press conference here yesterday

He did not dispute NUM claims that miners were conducting the strike in a dignified manner but added that he wished they would be "a bit more dignified".

Incidents of violence on the mines were outlined but "by-and-large" the strike was being conducted in an orderly manner apart from some NUM members locking hostel and shaft gates in an attempt to prevent miners from working and threats made to hostel managers, Mr Godsell said

He said mine management and the union had agreed that strike committees would take control of the striking miners but hostel management would continue to "perform the management functions at the the hostels"

The head of Anglo's Gold and Uranium Division, Mr Peter Gush, admitted to the almost 100 mainly foreign journalists at the conference that Anglo was suffering "significant production losses But we are producing," he said.

He added that Anglo mines were among the most unionised in South Africa and therefore the company was bearing the brunt of most of the strike

Charges by the NUM that miners were being forced underground at gunpoint were denied by Mr Gush — Sapa

213 442A 00 21/8/87

More mines set back-to-work deadlines

JOHANNESBURG — Johannesburg Consolidated Investments (JCI) and Gencor have joined Anglo American in setting deadlines for strikers to return to work for the first time in the 12-day-old strike.

About 40 000 strikers from the two groups had to decide yesterday whether to break ranks with the National Union of Mineworkers' (NUM) strike.

The black workforce of 22 000 gold miners at Anglo's Western Holdings voted to leave the mine in solidarity with the threatened dismissal of 4 000 strikers at the mine's marginal Number One shaft.

Anglo's deadline for the Number One shaft strikers to return to work or lose their jobs ends at the start of this morning's shift.

The NUM's general secretary, Mr Cyril Ramaphosa, said last night the strikers had elected to be dismissed.

Meanwhile, Gencor has rejected the NUM's claims that the workforce of 24 000 Evander gold miners had been given a deadline yesterday.

In a statement, Gencor said workers failing to return to work would face disciplinary hearings. About 4 000 Evander miners stopped striking, the statement said.

At JCI's Randfontein Estates gold mine, management locked strikers out of the Cooke Three section and issued a return to work deadline by today for an estimated 13 000 strikers.

It is not clear if management intends to dismiss those workers who defy the ultimatum.

Mr Ramaphosa said JCI had issued dismissal notices to the Randfontein strikers, saying they would be re-employed if they accepted the Chamber of Mines' wage offer.

Workers were discussing the proposal last night.

An NUM spokesman, Mr Marcel Golding, said mine security escorted the 2 000 strikers dismissed at Anglo's Vaal Reefs Number Six shaft to the mine's Ernest Oppenheimer Stadium to pay them off.

He said 27 strikers agreed at the last moment to accept the chamber's wage offer and the others left the mine for home.

He said miners at other Vaal Reefs shafts had discussed whether to leave the mine in solidarity with their colleagues.

"But it's too premature to say what action they will take. In any event, the union will respect the decision of the Vaal Reefs workers."

The mines were apparently quiet yesterday after several violent incidents on Wednesday.

The NUM also brought an application

against Randfontein Estate Gold Mine and JCI last night after allegations that mine security had erected barricades and was not allowing striking workers off or onto the premises.

The application was postponed after management gave an undertaking not to stop people leaving the mine and to allow the union's branch chairman access to the strike committee on the premises.

Management also undertook to allow buses on to the mine this morning to pick up workers.

The mine has also extended until today the deadline on an ultimatum to workers that they will be dismissed and required to vacate the premises if they do not return to work.

Prior to the undertaking being given, the NUM had gone to court asking for an order preventing Randfontein Estates from stopping workers leaving the mine.

In Umtata, the Transkei Minister of Finance, Mr Kholisile Nota, said the nation's economy would be adversely affected if Transkeian miners working in South Africa returned home in large numbers.

He said the government could not provide alternative employment for the miners and called on the Chamber of Mines to create a situation whereby miners would be ensured of their safety if they returned to their jobs.

A former director of the Institute of Management and Development Studies at the University of Transkei, Mr Peter Wakelin, said statistics showed there were 500 000 migrant workers from Transkei in South African labour centres, including the mines.

He said the 252 000 miners remitted R200 million to their families in the country every month — DDC-DDR.



60 mineworkers hurt, 23 arrested in security action

EOST 14/8/87

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JOHANNESBURG — About 60 striking mineworkers were injured and 23 arrested in overnight action by police and mine security personnel

The action came as the miners' strike called by the National Union of Mineworkers (NUM) entered its fifth day today

An Anglo American spokesman said 60 workers were injured at the Western Deep Levels South mine No 1 shaft hostel when mine security staff and police fired rubber bullets "to disperse a group of heavily-armed strikers" who allegedly threw stones

The spokesman said 14 of the injured were taken to hospital, one in a serious condition

A police spokesman said he did not have im-

mediate information He added police were still on the scene.

Police have also confirmed that 23 strikers were arrested at Anglo's Ergo plant near Springs after 400 strikers at both the Springs and Daggafontein plants had been issued with eviction court notices

Although a spokesman for the Chamber of Mines said fewer Chamber mines were affected by strike action yesterday,

the NUM said an additional 10 000 workers had downed tools

The NUM says more than 340 000 workers are on strike, while the chamber puts the figure at between 220 000 and 230 000

The independent Labour Monitoring Group last night put the strike figure at almost 300 000 mineworkers after conducting a survey in 53 mines The figure does not include mines in the Klerksdorp area

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Thousands of miners end strike and return to work

31/8/87 Star 213

Re-employing miners

By Mike Siluma, Labour Reporter

At a press conference following shortly after agreement was reached between the National Union of Mineworkers (NUM) and the Chamber of Mines yesterday afternoon to end the strike, Anglo American spokesman, Mr Bobby Godsell, spelt out the understanding reached on Friday evening between the Union and the Anglo American Corporation relating to the re-employment of dismissed workers after settlement of the strike.

In order to establish clarity on the issue, the Anglo American Corporation reiterates the following points.

1. AAC will re-employ, together with new recruits, subject to the availability

of jobs and acceptable individual work records, dismissed employees

2. Again subject to the availability of jobs, those dismissed employees who report within seven days and are re-employed will enjoy their previous conditions of employment AAC has undertaken to discuss with NUM the mechanics relating to the 7-day period

3 Where jobs previously filled by dismissed employees are no longer available, but jobs on a lower grade are, these jobs will be offered to them

4 AAC has undertaken to discuss further with NUM the special circumstances of workers dismissed at two shafts which have closed, Vaal Reefs No 6 and Western Holdings No 1.

Thousands of mineworkers today returned to work at gold and coal mines in the Transvaal and the Free State, ending South Africa's longest and most costly strike

The return-to-work was in response to a call by the National Union of Mineworkers (NUM) to end the three-week strike, following a weekend settlement between the union and the Chamber of Mines

The strike, which the NUM claims cost mine owners R250 million, is believed to have cost strikers no less than R5 million a day in lost pay

Nine miners were killed during the strike, including two killed in a weekend clash between strikers and mine security personnel at the Kinross mine near Evander

An estimated 500 miners were injured during the three-week strike while about 400 others were detained

Workers went back to work today in response to NUM's call to end the strike

The settlement was the culmination of more than 48 hours of almost non-stop bargaining between, first NUM and Anglo American, followed by talks between the union and the chamber

WORST AFFECTED

A spokesman for Anglo American, the mining house worst affected by the strike, said the return to work on gold and coal mines, which began last night, was continuing. He said figures would become available later

Gencor's chief of gold and uranium, Mr Bruce Evans, said indications last night were that "workers are already responding to the strike settlement"

A spokesman for Rand Mines reported "a trickle back" at the only group mine affected by strike action, the Douglas colliery

A JCI spokesman said all miners due back, about 4 000, had returned to work at the Randfontein Estates Gold Mine

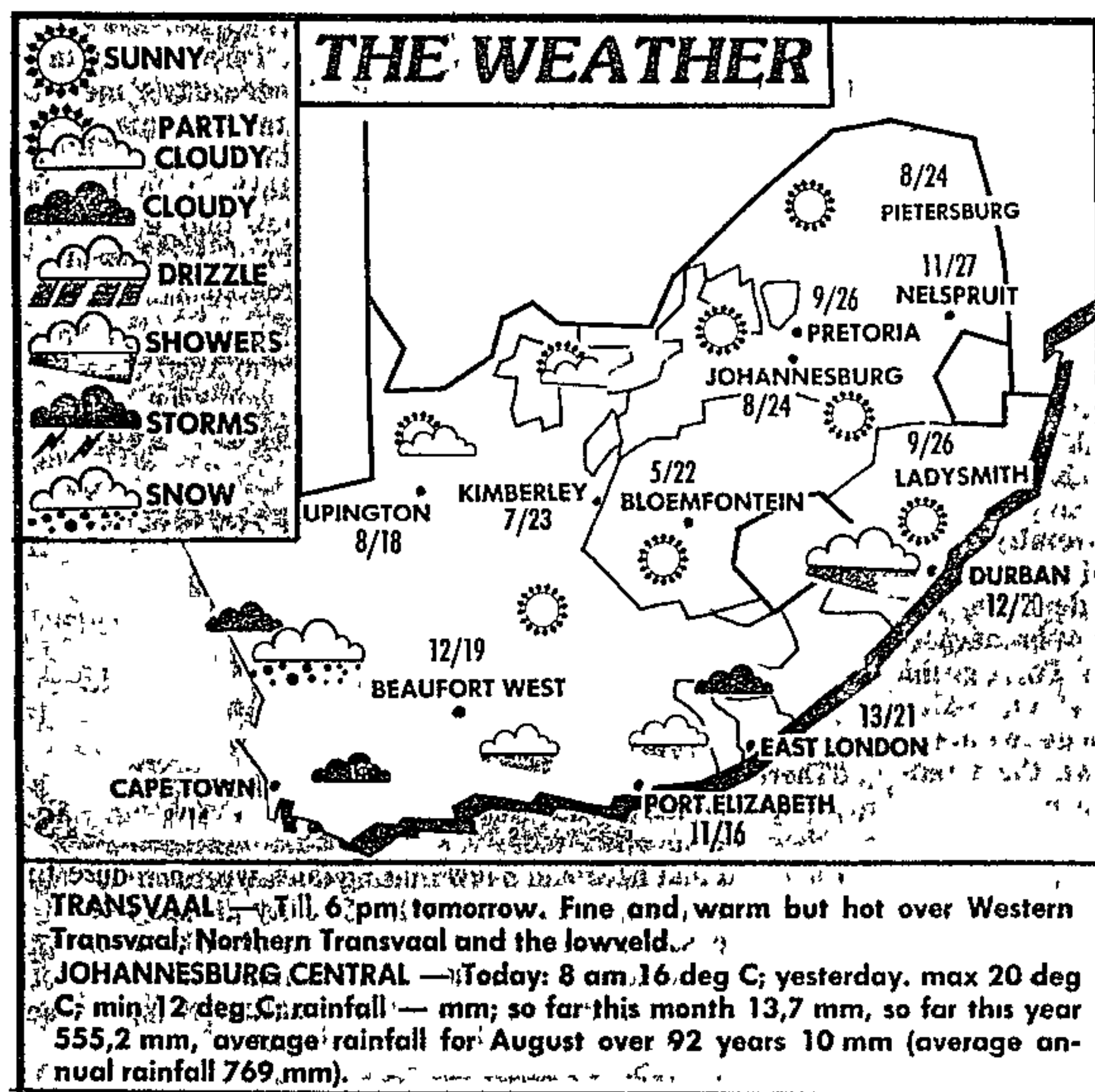
Settlement in the strike centred on the improvements to leave and death benefits, with the chamber wage increase offer remaining at between 17 and 23,4 percent

Reacting to a chamber statement that it had not agreed to the re-employment of the estimated 36 000 fired strikers, Mr Ramaphosa said agreement had, in fact, been reached with the mining houses where workers had been dismissed — Anglo and JCI

The position of the at least 7 000 who lost their jobs when Anglo American Corporation (AAM) shut down two gold mine shafts which it said were uneconomical will be discussed with the NUM

At a press conference last night, NUM general secretary Mr Cyril Ramaphosa, saying the strike was neither a defeat for the union nor a victory to the chamber, described the three-week action as "a dress rehearsal" for 1988

Both sides had learnt lessons during the strike



TRANSVAAL — Till 6 pm tomorrow. Fine and warm but hot over Western Transvaal; Northern Transvaal and the lowveld.
 JOHANNESBURG CENTRAL — Today: 8 am 16 deg C; yesterday. max 20 deg C; min 12 deg C; rainfall — mm; so far this month 13,7 mm, so far this year 555,2 mm, average rainfall for August over 92 years 10 mm (average annual rainfall 769 mm).

Temperatures and rainfall for the 24-hour period ended 8 am today							
	Max	Min	Rain mm		Max	Min	Rain mm
Johannesburg Central	20	12	—	Pietersburg	24	11	—
S Suburbs (Hill Ext)	21	10	—	Nelspruit	27	12	—
Bryanston	20	10	—	Bloemfontein	22	3	—
Springs	22	8	—	Durban	25	12	—
Krugersdorp	21	7	—	East London	22	11	—
Vereeniging	24	6	—	Port Elizabeth	20	12	—

17 000 gold miners down tools in solidarity with strikers

THE ENTIRE black workforce of 17 000 gold miners at Anglo American's Western Holdings had voted to leave the mine in solidarity with strikers threatened with the permanent closure of one of the mine's shafts, the National Union of Mineworkers (NUM) said yesterday.

About 40 000 strikers from the three mining houses had to choose yesterday and early today whether to break ranks with the NUM strike.

NUM spokesman Stanley Nkosi said the 17 000 Western Holdings mineworkers decided late Wednesday night to leave the mine.

Anglo yesterday issued deadlines to 4 000 miners at Western Holdings' marginal No 1 shaft to return to work or lose their jobs. The final deadline expires for workers on this morning's shift.

HAMISH McINDOE

Gencor strongly rejected claims that 24 000 strikers at its Evander gold mines had been given until last night to return to work or lose their jobs.

But spokesman Harry Hill said workers failing to return to work would face disciplinary hearings.

He said striking workers made up a small percentage of those employed at the Leshe, Bracken, Kinross and Winkelhaak gold mines.

At JCI's Randfontein Estates gold mine, management locked strikers out of the Cooke Three section and set a deadline to return to work by today for about 13 000 strikers. It is not clear, however, if management intends to dismiss those workers defying the deadline.

Nkosi accused Anglo of using the strike as an excuse to close marginal mines. "Threat of closures were used earlier this week at Vaal Reefs No 6 shaft and at Amco's Landau Colliery to entice strikers back to work.

The mines were apparently quiet after several violent incidents on Wednesday, possibly resulting from the deadlock in talks between NUM and Anglo to draw up proposals to stop mine violence.

Anglo confirmed reports on Wednesday of clashes at its Goedehoop colliery. Workers erected road blocks around the mine in an action that led to seven dismissals and three injuries when mine security and police used tear gas to disperse what Anglo called "unruly" and "armed crowds".

CAT Times 21/8/87 213

JCI, Gencor set strike deadline

Own Correspondent

JOHANNESBURG — Two other mining houses — Johannesburg Consolidated Investments (JCI) and Gencor — have joined Anglo American in setting deadlines for strikers to return to work for the first time in the 12-day-old strike.

About 40 000 strikers from three mining houses had to choose yesterday and early today whether to break ranks with the National Union of Mineworkers' strike

The entire black workforce of 22 000 gold miners at Anglo's Western Holdings have voted to leave the mine in solidarity with the threatened dismissal of 4 000 strikers at the mine's marginal number one shaft

Anglo's final deadline for the number one shaft strikers to return to work or lose their jobs ends at the start of this morning's shift.

At a press conference last night, NUM general secretary Mr Cyril Ramaphosa made it clear the strikers had elected to be dismissed

Gencor strongly rejected NUM claims that the entire workforce of 24 000 Evander gold miners had been given a dismissal deadline yesterday

In a statement, Gencor said workers failing to return to work would face disciplinary hearings — about 4 000 Evander miners stopped striking

At JCI's Randfontein Estates gold mine, management locked strikers out of the Cooke Three section and issued a return to work deadline by today for an estimated 13 000 strikers. It is not clear, however, if management intends to dismiss those workers defying the ultimatum

● The chairman of Anglo American, Mr Gavin Relly, said at the group's annual meeting yesterday that the miners strike was "an indication of progress by

South African society towards normalization" He said it was inevitable that industrial action took place against a background of political aspirations

Mr Ramaphosa commented that since the beginning of the strike Anglo had been trying to characterize it as political

"The strike is about wages and working conditions. It is happening in South Africa where everything is political"

● NUM brought an urgent application against the Randfontein Estate Gold Mine and JCI last night after allegations that mine security had erected barricades and was not allowing striking workers off or on to the premises

The application was postponed sine die after management gave an undertaking not to stop people leaving the mine and to allow the union branch chairman access to the strike committee on the premises

CAT Times 21/8/87

THE East Rand Gold and Uranium company (Ergo) yesterday obtained an interim interdict evicting striking employees from their premises for the duration of the NUM strike. It alleged that several serious incidents of sabotage had occurred at its plants since the strike began.

Interdict against strikers at Ergo

SUSAN RUSSELL

In terms of the rule nisi issued by Mr Justice Gordon in the Rand Supreme Court, A N Mthethwa and 1 022 others must show cause on September 1 why they should not be interdicted from intimidating, interfering with or unlawfully threatening employees or property.

They must also show cause why they should not be restrained from preventing any employee or any of Ergo's independent contractors from leaving or entering the premises.

The rule nisi will act as an interim interdict pending the final outcome of the application.

Ergo manpower resources manager Lachlan John Gatherer said since the strike began a number of serious incidents had been reported, causing sections of production to be stopped. They would have resulted in substantial losses had they not been discovered.

Gatherer said a desanding 240V breaker was found switched off and an open panel had caused the whole section to come to a standstill.

He said throughout Wednesday night employees on duty discovered a number of unauthorised and unscheduled closures or openings, all of which could have caused enormous damage had they not been noticed.

He said striking employees were moving through the plants and their very presence was potentially disruptive to the company's operations.

Gatherer said white employees who had been running the plants were under extreme pressure and the disruptive activities of the strikers was causing tension and nervousness.

Gatherer said it was not desirable that police be involved at this stage as their presence might be provocative and lead to violent confrontation.

Swefer 14/8/87

10 000
join
striking
miners

By **THEMBA
MOLEFE**

ABOUT 10 000 workers at 10 mines have joined the National Union of Mineworkers wage strike.

(213)
The 10 mines now involved in the strike which began on Sunday night include gold mines, collieries and a gold refinery owned by Gencor, Anglo and the Johannesburg Consolidated Investments.

Bail

Num's general secretary, Mr. Cecil Ramaphosa, said at a Press conference yesterday that 68 of the 78 officials arrested when police surrounded the union's Klerksdorp offices on Wednesday were given R1 000 bail each.

The union was last night preparing to pay the R1 000 bail.

Two of the officials, including regional chairman Mr. Moses Tladile, have been detained under the Internal Security Act, according to the union.

~~SM~~ SM 14/8/87

Injury and arrests at plant as court order is ignored

213

By Lesley Cowling

One mineworker was injured and 23 others arrested after a Supreme Court interdict failed to prevent workers from gathering on the premises of the Springs-based Ergo property late yesterday.

Police were apparently called in by mine management after a large crowd gathered at the gold and uranium reclamation plant and refused to heed a call by mine security to disperse.

A spokesman for police headquarters in Pretoria said last night a squad of SAP members moved in shortly before 5 pm. Tearsmoke was fired and 23 people arrested.

The spokesman said the one person was injured when he fell while trying to escape being arrested.

More than 1 000 members of the National Union of Mineworkers (NUM), on strike at the

East Rand Gold and Uranium Company, were yesterday temporarily prohibited access to Ergo premises after the Rand Supreme Court heard allegations of sabotage.

The workers were given until September 1 to show why the interim interdict should not be made final.

In an affidavit, Mr Lachlan John Gatherer, manager of manpower resources at the gold and uranium reclamation plant, said 1 022 workers were on strike.

He said workers were moving through the plant and acts of sabotage had been discovered.

Valves which should have been closed were found open, a volt breaker switched off and one tank had overflowed because of unauthorised adjustments to equipment.

He said the plant had to keep operating continuously and potential damage, if it was closed down, would be enormous.

Holding of pressmen on mine to be investigated

Anglo American officials will investigate an incident in which a Reuters reporter and photographer were held this week for several hours by mine security forces and police at a roadblock on Western Deep Levels Mine.

Several overseas media men have complained about the "secrecy" being maintained by Anglo and of being prevented from visiting the Ergo plant to see for themselves the damage caused by seven tons of sulphuric acid alleged to have been released by strikers.

Mr Christopher Wilson of Reuters told Mr Peter Gush, head of the Anglo Gold Division, at a Press conference last night that he and Miss Glenda Schwegmann had been stopped by mine security men at a roadblock while on their way to cover the NUM strike.

"The mine security forces called the police and we were held for several hours before being released," he said.

Mr Gush said the matter would be looked into.

He also said officials at Ergo were "tied up" and there were bigger problems "elsewhere" at present, but efforts would be made to allow the media to visit the strike-bound mines later.

Seventy NUM members in court

Seventy members of the National Union of Mineworkers (NUM) have appeared in Klerksdorp Magistrate's Court on various charges relating to the current miners' strike.

It is alleged that, among other things, they had conspired to murder and sabotage.

They were not asked to plead and the case was postponed to August 27. Sapa

1 500 Witbank strikers told: Return or we'll close colliery

By Therese Anders, Highveld Bureau

Unless the 1 500 striking miners at Witbank's Landau Colliery return to work by next Monday, Anglo American will close the mine immediately.

Anglo American had announced previously that Landau, one of Witbank's oldest mines, was to close in March next year.

However, in a letter to striking employees yesterday, the mining house said the production losses being incurred during the present strike would make it uneconomical to carry on with underground mining operations.

Strikers were told that unless they reported for their normal shift on Monday, Anglo American would have "no option but to effect the immediate closure of the colliery and terminate employment of underground workers".

NUM spokesman Mr Hazy Sibanyoni said a statement would be issued today.

Production at the mine was cut by 50 percent earlier this year.

Talking to the miners: Why we've struck

MONO BADELA visits the striking miners at Randfontein Estates

"SOMETIMES we work from Monday to Monday with no rest. We work under dangerous conditions, at depths of between two and four km and in working areas a metre high."

"There is no workmen's compensation for us. You have to die to be compensated."

Andrew Mzikayise, 31, no longer goes underground. Illness has forced him out, into a job as a laundry worker on the mines. He is one of the 14 000 workers striking on the Randfontein gold mines.

Crowds of mineworkers converged on the car as I arrived at Cooke Shaft No Two at the Randfontein Estates gold mine. They thought I was an official of the National Union of Mineworkers. They demanded to know where the buses were because they wanted to go home.

At Mhlangeni compound, "Everything is going all right here," said Patrick Maseko, the branch chairman of the committee running Mhlangeni and four other compounds.

I was struck by the high degree of internal discipline the miners displayed.

There was no drinking of alcohol, no violence, no intimidation of others, no noise — except the occasional burst when they sang freedom songs, and here and there, chants of "Viva Comrade, Viva Mandela".

"Siyaya nakanjani eJerusalem" (We shall ultimately reach our destination in Jerusalem) was one favourite; another was "Bakhala ngeFreedom Charter", a song in praise of the Freedom Charter. The National Union of Mineworkers was the first Cosatu affiliate to adopt the charter.

Miners in the area went on strike on Saturday. By 8 pm on Saturday night some 6 000 of the 14 000 workers had already left for their homes.

Scores of miners were waiting outside the compound for buses to transport them home.

The workers ignored buses on Sunday morning parked at the compound gates ready to transport workers to the mines. Early this week, workers standing outside the gates were reading letters from the Randfontein



Striking miners Sampie and Sebenzile Sisana wait outside Randfontein's Cooke Shaft Two on Monday for transport home to Bizana in Transkei.

Picture. MONO BADELA

Estates gold mining company, dropped by a helicopter, threatening them with dismissal if they did not report to work the following day. Some of the letters were torn to pieces.

"We want better salaries. We have been working everyday for long hours for only R195 per month," Maseko said. A father of two children who stay with his wife in Lesotho, he said he had been working on the mine since 1978. He goes home at the end of the 12-month contract.

"When I am at home my children do not know me as their father. I have to start afresh each time."

Miner Harlech Sibolla, 57, the father of seven children, said he started working on the mines in 1962. During the 25 years he had been working on the mines, he had spent only 500 days with his family in Lesotho.

"My children only know my wife," he said. "I have no say in bringing them up. My children respect her more than they respect me."

His salary as a clerical supervisor was R500. "Young white miners get more money than us," he said. "It only takes them three months work-

ing here and you see them driving in posh cars. I haven't got a donkey that I can call mine, let alone a horse at home."

At Cooke Shaft No Two, I heard a miner speaking English with an American accent. The young man with a scarf rolled round his head was Moses Mokhehle, 26-year-old son of Ntsu Mokhehle, the Basotho leader deposed by the late Chief Jonathan after the first general elections were held in the kingdom.

Mokhehle, who holds a BA degree in industrial relations from Arizona State University, and is studying law privately, said he joined the mine in March this year.

"When I first applied for a job I was sent down the mine, getting R195 per month," he said. "When I produced my BA degree, they offered me a nice job — to work against my people — and I refused. But I was removed from underground work."

His salary is R280 a month. "The rate of inflation is 19,1 in South Africa and general sales tax is 12 percent. We are working at a loss but we have no option; there is no

work back at home," he said.

All the same, he said, the strikers were determined. "We are prepared to stay away from our jobs for a month or so."

Another miner, Jacob Mokobane, 29, described meals underground. "When we go underground at 6am we are given four thin slices of bread and nothing else. We have to eat that bread during the nine-and-a-half-hour stay down on the bowels of earth digging the country's most precious metal."

For laundry worker Andrew Mzikayise, giving up underground means R88 fortnightly. He remembers how underground workers ate on his mine: "two meals a day. In the morning before they go down they are served with watery porridge, bread and tea, and lunch is boerewors, pap, sometimes samp without beans and soup. There is no dinner. When we come back all we have to do is sleep."

Miners said the management deducts R140 from their salaries for board and lodging. But the union analysts say they get only R70 worth of room and board.

28/10-20/6/7

**Swoop
at NUM's
offices**

86 ARE

DETAINED

213

213

Saveham

13/8/87

**Miner
killed**

A MINER was killed at Gencor's Blinkpan colliery on Tuesday afternoon. The 36-year-old miner was found strangled in his bed. A mine spokesman said the dead man was one of a small number of "production" workers who continued working despite the strike by almost the total workforce of Blinkpan. The National Union of Mineworkers said the incident was not connected with the strike.

By THEMBA MOLEFE

POLICE yesterday detained 86 officials and members of the National Union of Mineworkers in a swoop at the union's offices in Klerksdorp.

Police confirmed the action and said the men will appear in court on Monday on charges under the Internal Security Act.

A police statement issued to Sapa said people at the meeting were threatened and told that "radical steps had to be taken to prevent miners from returning to work."

Num's assistant general secretary, Mr Marcel Golding said late yesterday that the organisation was to bring an urgent application in the Supreme Court to restrain the police from arresting strikers.

Among those arrested yesterday afternoon were NUM's regional chairman, Mr Moses Tladile and officials Mr Geoffrey Magida and Mr B Mtochiswa, according to a spokesman.

Police confirmed the arrests last night and said the 86 would be charged with conspiracy to commit murder and with offences under the Internal Security Act.

The 86 were attending a council meeting when police arrived at the offices where about 300 or 400 had attended.

The 23 shift stewards arrested on trespass charges on Tuesday in Deelkraai, Doornfontein were released on bail yesterday.

The number of people arrested since the strike began was given as 177 by NUM last night.

Ballot

Anglo-Vaal's management yesterday said that it was with regret that it would discharge workers at its Fortune gold mine if they did not return to work starting with yesterday evening's night shift.

Meanwhile NUM said a strike ballot it held yesterday at Ergo Rand Refineres and at Consolidated Murchison was massively supported with many workers voting affirmatively following wage talk deadlocks.

About the detentions he said the State was backing down on its earlier assurance that it would not interfere in the strike.



MRS ALBERTINAH Sisulu, a president of the United Democratic Front, signs the "Save the 32" petition that was officially launched yesterday by the South African Youth Congress (Sayco). See story on page 2.

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CYRIL RAMAPHOSA

Digging in

2/3

Matamela Cyril Ramaphosa (34) is general secretary of the country's largest trade union, the National Union of Mineworkers (NUM) — and that probably makes him the most powerful trade unionist in SA

This week he leads about 250 000 black miners into a historic strike against the Chamber of Mines, thus taking on SA's key economic sector in a clash which both seem determined to win (*Current Affairs* August 7)

Ramaphosa did not rush into the strike, which the NUM was technically entitled to launch immediately after the overwhelming ballot three weeks earlier. Instead, true to the form displayed in the NUM's well-organised 1985 strike, strike committees were set up and members informed of the rules — obviously a huge exercise to co-ordinate

All this is as much testimony to the astute and quietly spoken unionist's management skills as it is to the tactician in him. The lag between the decision to strike and the choice of date obviously left a gap — either for the chamber to make an improved offer, or for one mining house to break ranks (as happened in 1985). But this time the employers, convinced of the fairness of the wage increases implemented, stood firm and called the union's bluff.

It is difficult at this stage to know whether Ramaphosa miscalculated, and could therefore see his reputation dented. But those who face him round the bargaining table certainly would not describe him as a hothead. This suggests a strong rank-and-file push in favour of striking in support of their demands for a "living wage." As he put it announcing the strike last week, "Our members aren't kidding."

Ramaphosa became the NUM's first general secretary in December 1982, after a decision to form the union was taken at the national conference of the Council of Unions of SA (Cusa — the Black Consciousness-leaning federation that the NUM later disaffiliated from to join the ranks of Cosatu).

The NUM then represented about 6 000 workers on eight mines. Today its paid-up membership is around 262 000 (with a million in all claimed to be signed up), entitling it to target 22 collieries and 26 gold mines for strike action.

In addition to fighting for improvements for his members across a range of issues such as job reservation, the hostel system, mine safety, equal pay, and better leave and pension conditions, Ramaphosa has the distinction of having led the first legal black miners' strike in SA in 1984.

It was only three years earlier, having obtained a B Proc from Unisa, and then



Ramaphosa ... not kidding

serving his articles, that Ramaphosa entered the union movement as a legal adviser to Cusa (forgoing his admission as an attorney). According to Shelagh Gastrow's *Who's Who in South African Politics*, Ramaphosa's involvement in the union movement "arose from his disillusionment with what he viewed as the mercenary aspects of private legal practice, and he sought the freedom to help people through the labour movement."

He had by then earned his stripes, as it were, in the black opposition movement. Soon after registering for a law degree at the University of the North at Turfloop in 1972, Ramaphosa, who was greatly influenced by the late Steve Biko, became politically involved. He was a member of the SA Students' Organisation (Saso), and became Saso local branch chairman, as well as chairman of the Student Christian Movement, in 1974. Along with various student activists who would later play a prominent role, Ramaphosa was detained after a pro-Frelimo rally on campus, and spent nearly a year in Pretoria Central Prison under the Terrorism Act.

After his release, he was active in the

Black People's Convention, and obtained articles with a Johannesburg firm of attorneys. The watershed events of Soweto 1976 saw Ramaphosa again held under the Terrorism Act, this time for six months at John Vorster Square.

Johann Liebenberg, industrial relations negotiator for the Chamber of Mines for 12 years, has dealt with Ramaphosa since 1982. He describes Ramaphosa as a "sophisticated, hardworking, astute and very, very able trade union leader who's doing a lot of hard work for his members." Liebenberg finds him a likeable person, one of the best union leaders he has dealt with. The chamber's experience is that Ramaphosa and his colleagues have "displayed very little political colour, we've concentrated on bread and butter issues," he says.

There is, however, one area in which the chamber has — not surprisingly — been "disappointed" in him. This is his stance in favour of sanctions, which is accompanied by an inability to say precisely what would happen if, for instance, coal sanctions led to layoffs. The same criticism has been made by the *FM*, which has taken issue with Ramaphosa's "circuitous argument."

As a committed supporter of the Freedom Charter, Ramaphosa sees the unions feeding into the broader "national struggle," not leading it, as the first priority. Thus the NUM set the tone and direction for the Cosatu federation's adoption of the charter, and its cautious approach to embracing a full-blown socialist or workers' programme. ■

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213

Miners' strike: Many arrests, more conflict

Own Correspondent

JOHANNESBURG — Tensions surrounding the three-day-old mine strike mounted yesterday with scores of arrests, the first threatened dismissal of strikers, and acrimonious exchanges between the National Union of Mineworkers (NUM) and employers.

Police arrested 78 NUM members and officials, the entire regional leadership, according to the union, after surrounding the NUM offices in Klerksdorp.

Police have alleged that members were threatened at a meeting and told that "radical steps had to be taken to prevent miners returning to work". The men are to appear in court on Monday on charges of conspiracy to commit murder and offences under the Internal Security Act, police said.

And 26 members from the Deelkraal, New Doornfontein and Elandsrand gold mines in the Carletonville area were arrested in the early hours of yesterday on unspecified charges, according to a Gold Fields spokesman. A police spokesman said he had no knowledge of these arrests.

The Chamber of Mines, reacting to the Klerksdorp arrests, said "This is most regrettable. We have believed all along that we can resolve our differences with the union ourselves, and we still believe so. This development is not going to help."

Anglovaal, meanwhile, yesterday became the first mining group to threaten strikers with dismissal. About 2 000 employees at the group's Lorraine mine have been participating in the strike.

The union is not recognized at the mine, and Anglovaal described it as an illegal action.

"Then, as now, there was excessive intimidation and management has consequently been forced to take measures to protect those employees who wish to continue working," a spokesman said.

Gold Fields said it had been affected by the strike for the first time when 350 employees at its New Clydesdale colliery joined the strike.

Anglo American gold and uranium division chairman Mr Peter Gush yesterday denied NUM allegations of mine management provocation at Vaal Reefs No 9 shaft.

The general secretary of NUM, Mr Cyril Ramaphosa, alleged that heavily armed security personnel were deployed at the hostel.

□ 500 000 on strike in SA — Page 11

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Mine strike: 78 arrested, 19 injured

The Argus Correspondent
JOHANNESBURG — Alto-
gether 78 members of the Na-
tional Union of Mineworkers
(NUM) have been arrested and
at least 19 workers injured in
violence marring the four-day
national miners' wage strike

Today there were accusa-
tions of intimidation and vio-
lence from both management
and workers

The 78 members of NUM
will appear in court on Monday
to face charges of conspiracy
and subversion

Today Anglo-American re-
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work

Five Blinkpan coal mine em-
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connection with the death of
the first man to die violently in
the strike, police reported

78 miners charged and 19 injured as violence breaks out

JOHANNESBURG — Seventy-eight members of the National Union of Mineworkers (NUM) have been arrested and at least 19 workers were injured in violence marring the four-day national miners' wage strike

Today there were accusations of intimidation and violence from managements and workers

The 78 arrested men, including NUM office-bearers, will appear in court on Monday to face charges of conspiracy and subversion, according to police headquarters

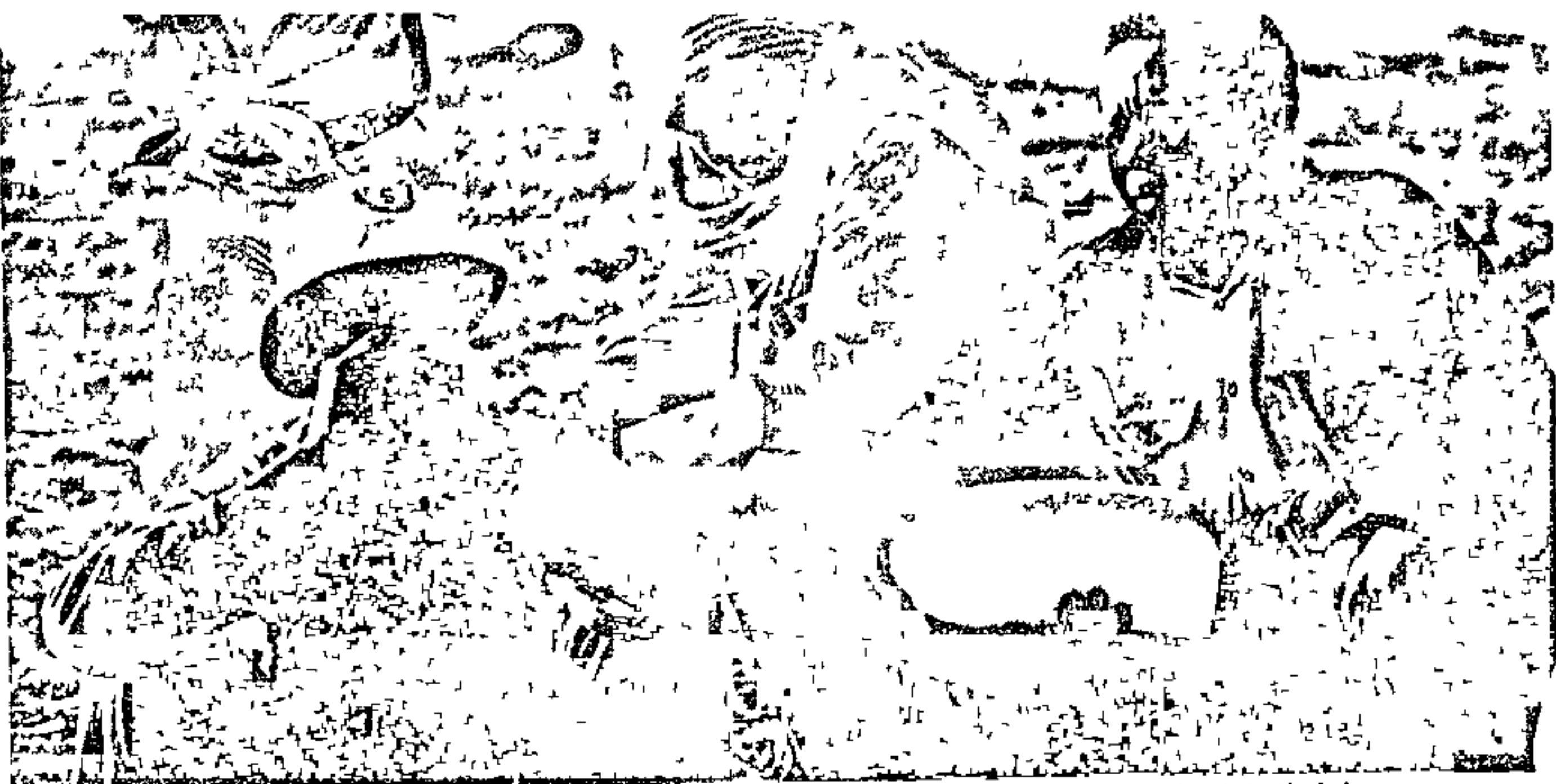
Five Blinkpan coal mine employees have been arrested in connection with the death of the first man to die violently in the strike, police also reported

23
1987
GROSS 13/8/87
The murdered man was Mr Joseph "Boetman" Mtumunye, 36, a heavy vehicle driver at Gencor's Blinkpan Colliery near Middelburg

Today Anglo American reported the injury of 15 people, eight of whom were admitted to hospital, at the President Steyn Gold Mine in the Free State yesterday.

A spokesman said mine security "retaliated" with rubber bullets when attacked after entering a hostel to protect workers wishing to go to work

The situation on mines belonging to the Chamber of Mines was reported to be "a bit improved" today with a little less than a third of the workforce downing tools in the strike — Sapa



NUM members at the Randfontein Estates gold mine wait for transport to take them back to their homes.

Battle for living wage rages on

FOCUS

'Big strike hits mining houses'

SOUTH African mining houses have been hit by the biggest strike in their history, with the National Union of Mineworkers saying there are 340 000 workers out on strike and the Chamber of Mines giving a lower figure.

The strike is over wages and better working conditions.

The Chamber of Mines has said that it would not accede to Num's demand for a 30 percent wage increase. It says it can give only between 15 and 23 percent.

Num has asked every mineworker "to move to the frontline and join the battle for a living wage".

Mr Marcel Golding, Num's assistant general secretary, says "The Chamber of Mines has shown that it will not pay us a decent wage. It has shown that it is concerned only with profits and with making the bosses rich — while we get poorer."

Num says it was willing to go for arbitration or mediation after wage talks with the Chamber of Mines broke down on June 30, but the employers refused mediation.

The union then opted for a strike ballot which resulted in the massive action that started on Sunday night.

"The only way to bring pressure on the Chamber is to strike," says Mr Golding.

The mine bosses, on the other hand, believe

that Num actually forced the strike on the workers.

Although speaking in hushed tones the employers say the strike ballot involving 200 000 Num members was "cooked".

One executive said "The workers were asked one question: 'Do you want more money?' Obviously the answer would be in the affirmative and obviously Num took that answer to be a positive vote for the strike."

Num says more than 95 percent of the members at mines where it is recognised voted in support of the action.

By THEMBA MOLEFE

Mr Golding says "We pointed out that the gold and coal mines had made huge profits. The Chamber, on the other hand, argued that things were bad in the mining industry."

Cheapest

"But we know that in 1986 the gold mines recorded the highest profits in history. They achieved records in the amount of ore that was processed, the revenue and the profits."

"Working profits rose by 37 percent in 1985 and by another 14 percent in 1986. Dividends paid to shareholders rose by 38 percent in 1985 and by 10 percent in 1986."

- Total profits went up by 44 percent,

"Between 1975 and 1986"

- Total dividends (money paid to shareholders) rose by 21 percent,

- Capital expenditure went up by 106 percent, and

- Tax to the Government went up by 38 percent."

Mr Golding says that in the past 10 years the gold mines got used to making massive profits while the mineworkers got poorer.

He says that despite competition from other coal producers, South African coal is still the cheapest in the world.

"The union's demand for a living wage is based on the fact that mining houses can afford to pay. Our demand is not

supported only by the mines' results over the last year but by the excellent results over the past decade."

Num says the lowest paid worker on the gold mines earns R238 a month while the one at the collieries earns R225.

Num is the biggest affiliate of the Congress of South African Trade Unions (Cosatu), the largest federation with a claimed membership of one million.

And Cosatu has launched a "Living Wage Campaign", a demand that workers be paid wages that beat the inflation rate.

Num, like its sister unions in Cosatu — the South African Railway and Harbour Workers Union and the Commercial, Catering and Allied Workers Union — says "Down with poverty and slave wages."

"We are prepared to go on with the strike for many weeks, like the railway and OK Bazaars workers."

Danger

"Every year over 400 of our comrades die in the mining industry. Thousands are injured, many permanently. Our workplace is very dangerous and we demand a danger allowance," says Num.

As the miners' strike gets into its fourth day a few things could happen:

- Violence could break out and many workers could be left dead in its wake. Already one worker was killed on Tuesday at a Witbank colliery. Many have been injured.

- Mine management could use counter measures in an attempt to break the strike and this could lead to even greater conflict, and

- Labour relations could take another plunge as communication structures are trampled on.

Arrests, acrimonious exchanges

Mine strike: tensions on the up

140A
213
Biday
13/8/87

TENSIONS surrounding the three-day-old mine strike heightened sharply yesterday with scores of arrests, the first threatened dismissal of strikers and acrimonious exchanges between the National Union of Mineworkers (NUM) and employers.

Police arrested 78 NUM members and officials, the entire regional leadership according to the union, after surrounding the NUM offices in Klerksdorp.

THE NUM said it would challenge the arrests of 78 Klerksdorp miners in court last night.

NUM general secretary Cyril Ramaphosa called the arrests "an SAP and SABC smear campaign".

And he said, all in all, about 177 NUM members had been arrested since the start of the mine strike on Sunday night.

Ramaphosa said some of those arrested had been detained and released while others were still in detention. — Sapa.

The police have alleged that members were threatened at a meeting and told

50
By
GUSH
11/5/87

Biday
13/8/87
213

Mine strike: tension mounts

strikers with dismissal. About 2 000 employees at the group's Lorraine mine have been taking part in the strike.

The union is not recognised at the mine, and Anglovaal described it as an illegal action. It said it was the second strike at the mine since July 30.

A spokesman said. "Then, as now, there was excessive intimidation and management has consequently been forced to take measures to protect those employees who wish to continue working."

The strike spread yesterday to include two more collieries. Gold Fields said it had been affected by the strike for the first time when 350 employees at its New Clydesdale colliery joined the strike. That represents almost the entire workforce.

A stoppage at Rand Mines' Rietsspruit appears to be a sympathy action, as the open cast mine is not party to the dispute.

NUM spokesman Marcel Golding said workers at Rand Refineries voted in favour of strike action, and strike ballots were also held at Consolidated Murchison, an antimony mine administered by JCI

From Page 1

Anglo American gold and uranium division chairman Peter Gush yesterday denied NUM allegations of mine management provocation at Vaal Reefs No 9 shaft

Rand Refinery GM Dan Pollnow said throughput of gold would not be affected by a strike

NUM general secretary Cyril Ramaphosa alleged that heavily armed security personnel, including SAP members disguised as mine security, were deployed at the hostel.

He said they broadcast through a loud speaker that workers should immediately proceed underground failing which the mine security would take action against them.

Gush said security personnel entered the hostel to evacuate a seriously injured employee who had been assaulted by striking workers in the hostel. The injured man had been admitted to hospital

He called on Ramaphosa to produce evidence of his allegations or withdraw his statement

ALAN FINE

that "radical steps had to be taken to prevent miners returning to work". They said the men were to appear in court on Monday on charges of conspiracy to commit murder and offences under the Internal Security Act.

A Gold Fields spokesman said 26 members from the Deelkraal, New Doornfontein and Elandsrand gold mines in the Carletonville area were arrested in the early hours of yesterday on unspecified charges. A police spokesman said he had no knowledge of those arrests.

A Chamber of Mines spokesman, reacting to the Klerksdorp arrests, said: "This is most regrettable. We cannot express judgment on the right or wrong of the police action taken because we were not there. But we have believed all along that we can resolve our differences with the union ourselves, and we still believe so. This development is not going to help."

He added "We do not contest that the authorities must protect life and property."

Anglovaal, meanwhile, yesterday became the first mining group to threaten

To Page 2

What is the National Union of Mineworkers (NUM) dissatisfied with the Chamber of Mines' 15% to 23,4% wage offer? After all, with the inflation rate at about 17%, it would give most of the industry's lower-paid miners real wage increases of more than 6%. This, the Chamber feels, makes the offer a fair one.

Indeed, before the strike a number of the mining houses believed workers, too, would see it as fair, and therefore hoped support for the union action would be limited.

But even the industry's own figures on the extent of the strike show that the vast majority of union members are taking part.

At least part of the answer to the rejection of the offer is found in statistics used by the union during the failed negotiations.

These, the union says, support the argument that over the last decade or so real minimum wages on the mines have remained static while profits have surged ahead.

The strike is seen as the beginnings of an effort to redress this situation, and arrive at the goal of a "living wage".

Real mine wages rose substantially in the few years until 1975, after the abandonment of the gold standard. But since then, the union argues, real minimum wage rates have actually declined marginally.

In 1975 the minimum was R57,20 and in October last year (when the 1986 agreement was implemented) it was R228 — an increase of 301%. In the same period the CPI rose from 56,6 to 228,4 — 303%.

Average wages rose during the seven years to 1982, with real increases for workers in the higher job categories. But since then even these have fallen.

Although the mining sector is



□ SITTING IN ... striking miners wait for a break in the deadlock over wages

A deep division over mine wages

ALAN FINE

booming, in contrast with the recessionary conditions in manufacturing, mining wages have only just kept pace with manufacturing wages in relative terms, says the union. Actual mining wages are somewhat lower than those in secondary industry.

The NUM goes on to argue that,

during the 11 years to 1986, total gold mine profits have risen "staggeringly" — by 44% in real terms. Dividends have gone up by 21%, capital expenditure by 106% and tax by 38%.

And, it says, SA coal is much sought after internationally as a source of cheap fuel, so the collier-

ies are financially strong, too. This is largely due to the low wages paid, it claims.

The Chamber has no argument with the statistics, as far as they go. But a spokesman says the figures are being used selectively.

He points out that the average wage for category 1, underground

miners — the lowest paid — R306. This is substantially above the minimum starting wage. Unfortunately, comparative figures for the mid-Seventies are unavailable.

Average wages for underground black miners, which now stand at R431, have risen by 430% since 1975, and for surface workers (R413) by 550%, he says. He concedes, though, that average real wages have fallen since 1982.

The spokesman says the average monthly value of fringe benefits is R164.

He argues that using the 1975 base for profit figures is misleading. Using 1980 as the base year would reflect a fall in real profits, he says.

In addition, the Chamber has always said that the gold price — obviously a key determinant of profitability — is never used as the basis of determining wages.

"Should wages be reduced when the gold price falls?" industry men have often asked rhetorically.

The spokesman adds that the union should examine profit figures mine by mine. A large proportion of profits are earned by a small number of large mines. Four marginal mines are already trading at a loss, and the number will probably increase to eight this quarter.

(The offer from three marginal Gencor mines is, in fact, lower than the overall offer this year).

He disputes the claim that the coal sector is financially strong, pointing out that export figures for the first three months of 1987 were only 9,62-million tons, compared with 11,36-million for the same period last year — a 15% drop.

Further, the competitive price of SA's coal is due to greater efficiency rather than low wages, he said.

'Digging in' with a festive air

A LAZY Sunday afternoon atmosphere prevailed at gold mines on the far East Rand as the country's biggest mine strike got under way on Monday.

Black miners chatted in groups, listened to radios and lounged in the shade of their hostels. Festooned with bright yellow stickers proclaiming the "NUM demands a living wage," they gave the strike a festive air.

Beneath the surface good humour, however, the strikers were "digging in" until the Chamber of Mines agrees to the National Union of Mineworkers' (NUM) wages and conditions demands.

"We're going to see this dispute through to the end, and it doesn't matter how long it takes," said one miner at Gencor's Marievale gold

mine at Nigel.

A heavy security presence in or around the hostel areas might have baited the strikers into some form of protest, but security men — called "barracks" by the miners — kept a low profile at several mines visited earlier this week.

It was a far cry from the bitter sniping between the NUM and mine management over claims of intimidation, arrests and fights with mine security since the strike started on Sunday night.

Though they professed a willingness to sit out a long strike, miners seemed confident the dispute would be resolved quickly. One worker was aghast when told the

HAMISH McINDOE

1984 British coalminers' strike dragged on for nearly a year. "No, that's bad," he said uncomfortably.

Few strikers appeared to have left their hostels after the NUM said it would send home workers to avoid a clash with management over security, accommodation and food during the dispute.

A NUM official at Marievale mine said its 1 000 striking workers would not be evacuated unless "management does something silly". "Things are calm here," he said. "There have been no threats for workers to go down the mine since the strike started. We want to

stay on the mine for the duration of the strike."

Miners at Grootvlei gold mine near Springs were less sure about the status of the evacuation plan, but a NUM official said Gencor had agreed to feed and house the strikers if they stayed on the mine.

Allegations that in previous labour disputes some managements had forced miners underground at gunpoint were made by the strikers. "But I just think they're too embarrassed to do it this time," said one.

Unionists at the two Gencor mines said discipline among the strikers was good, and the NUM's no-alcohol rule was being rigidly

observed. In a leaflet, the company told workers that steps would be taken against employees who were guilty of "unruly and violent behaviour".

At Anglo American's Ergo gold processing dump, workers were awaiting the outcome of the Conciliation Board's ruling over a wage dispute with management. The mine is covered by an in-house agreement and not one with the Chamber.

Anglo does not have a large presence in the area, but a spokesman for the corporation said there had been no mass departures yesterday from its Western Deep and Elandsrand gold mines near Carletonville, from Vaal Reefs near Orkney or from its Freegold complex in the Free State.

The union is not recognised at the mine and Anglovaal described the strike as an illegal action, adding that it was the second strike at the mine since July 30

"Then, as now, there was excessive intimidation and management has consequently been forced to take measures to protect those employees who wish to continue working," a spokesman said

The strike spread yesterday to include two more collieries

Gold Fields said it had been affected by the strike for the first time when 350 employees at its New Clydesdale colliery joined the strike. This represents almost the entire workforce.

A stoppage at Rand Mines' Rietspruit appeared to be a sympathy action as the open cast mine is not party to the dispute

Dispatch Correspondent
JOHANNESBURG

Tensions surrounding the three-day-old mine strike heightened sharply yesterday with scores of arrests, the first threatened dismissal of strikers and acrimonious exchanges between the National Union of Mineworkers (NUM) and employers.

Police arrested 78 NUM members and officials, the entire regional leadership according to the union, after surrounding the NUM offices in Klerksdorp.

The police have alleged that members were threatened at a meeting and told that "radical steps" would be taken to prevent miners returning to work.

The men are to appear in court on Monday on charges of conspiracy to commit murder and offences under the Internal Security Act, police said.

According to a Gold Fields spokesman, 25 members from the Deelkraal, New Doornfontein and Elandsrand gold mines in the Carletonville area were arrested in the early hours of yesterday on unspecified charges.

However, a police spokesman said he had no knowledge of these arrests.

Reacting to the Klerksdorp arrests, the Chamber of Mines said "This is most regrettable. We cannot express judgment on the right or wrong of the police action taken because we were not there. But we have believed all along that we can resolve our differences with the union ourselves, and we still believe so."

"We do not contest that the authorities must protect life and property," he added.

Meanwhile, Anglovaal yesterday became the first mining group to threaten strikers with dismissal.

About 2 000 employees at the group's Loraine mine have been participating in the strike.

Tension rises at strike-hit mines

5/3 00 13/8/87

ARGUS 12/8/87

More miners strike

The Argus Correspondent

2/3

JOHANNESBURG — The national miners' strike, involving between 220 000 and 340 000 workers, continued for the third day today with workers at at least one more mine refusing to work.

A Rand Mines spokesman said workers at the Rietspruit colliery joined the strike yesterday, bringing to two the number of group collieries hit by the strike.

The National Union of Mineworkers (NUM) today deplored the death of a 36-year-old miner at Gencor's Blinkpan colliery. The man was found strangled in his bed yesterday afternoon.

A mine spokesman said the man was one of a small number of production workers who continued working in spite of strike by almost the total mine workforce.

Many support Num strike

STRIKING National Union of Mineworkers members have received messages of support from local and foreign organisations.

The telegrams came from the World Federation of Trade Unions and the head of the budget committee in the United States Congress, Mr William Gray

The United States Labour Movement, AFL-CIO, has sent a telex. Both Mr Gray and the AFL-CIO said the mine strike is receiving a lot of media coverage in the United States and wished the Num well in its efforts "to end apartheid"

The president of the British National Union of Mineworkers, Mr Arthur Scargill, has launched an international appeal for funds to support striking Num members

Mr Richard Trumka, president of the United Mineworkers of America has also sent Num a telegram of solidarity and urged his union members to donate money to the strikers

The outlawed Pan Africanist Congress has pledged its support for the Num in the fight for a living wage

Sawef

12/8/87

Mineworkers' strike goes into third day

By Mike Siluma

The national miners' strike, involving between 220 000 and 340 000 workers, continued for the third day today with at least one more mine affected.

A spokesman for Rand Mines said workers at Rietspruit colliery downed tools yesterday and that two of the group's collieries were now on strike.

The Chamber of Mines said there had been no perceptible difference in the number of strikers.

Chamber spokesman Mr Johann Liebenberg said that between 220 000 and 230 000 workers were still on strike. The National Union of Mineworkers (NUM) has put the number of strikers at 340 000.

Chamber-affiliated mines employ about 500 000 black miners.

Mr Liebenberg said although there had been several deplorable incidents the level of violence had remained "gratifyingly low".

Gold Fields reported normal attendance. Anglo American and JCI said the situation was the same as yesterday.

A spokesman for Anglo Vaal said that 700 workers reported for duty at the No 3 shaft of the Lorraine gold mine. The shaft employs about 2 450 workers. The spokesman said while other mines were working normally, there was intimidation at Lorraine's No 3 shaft.

Latest figures from Gencor were not available.

In Monday editions of The Star, the Labour Monitoring

Group was quoted as putting the number of mine strikers at 230 000. An LMG spokesman has pointed out that the figure had, in fact, come from mining houses.

● The NUM today deplored the death of a 36-year-old miner at Gencor's Blinkpan colliery. The man was found strangled in his bed yesterday afternoon. A mine spokesman said the dead man "was one of a small number of production workers who continued working despite the strike by almost the total workforce of Blinkpan".

The NUM said its information was that the incident was not connected with the strike.

● See Page 15.

Strike enters third day with more voting to join

JOHANNESBURG — The national gold and coalminers strike entered its third day today with more miners voting to go on strike

Between 220 000 and 340 000 workers are already on strike

The assistant general secretary of the National Union of Mineworkers, Mr Marcel Golding, said today workers at Rand Refineries voted in favour of strike action.

A spokesman for JCI, Mr Christo Piek, said today the NUM had voted in favour of strike action at Consolidated Murchison and the union would contact management to inform them when the strike would start

A spokesman for Rand Mines said workers at the Rietspruit Colliery joined the strike yesterday, bringing to two the number of group collieries on strike

Yesterday a coalminer was found dead in his bed in the afternoon at the Blinkpan Colliery in Witbank

A statement by Gencor yesterday said the man was apparently murdered for continuing to work

The NUM said it regretted the death of the miner and would launch a full investigation to determine whether union members were involved

● The Post Office had not decided whether more workers would be sacked following the dismissal of 100 employees in the Eastern Cape at the weekend, a spokesman said today

The Department of Posts and Telecommunications said discussions were to take place with the Post and Telecommunications Workers Association over strikes by 1 700 workers in the Eastern Cape

● University of Port Elizabeth employees who staged a sit-in at the university in protest against a wage increase to white staff only, returned to work at 11.30am today after agreement was reached on a meeting between their representatives and the university administration

Mr Jan Barnado, public relations officer for UPE, said a meeting between workers and management had been arranged for tomorrow afternoon

● Striking Everite workers in Port Elizabeth, East London, Brackenfell and Kliprivier returned to work today, according to a company spokesman

Negotiations in terms of grievance procedures resumed this morning

● About 60 workers at the Samcor engine plant in Struandale, Port Elizabeth, returned to work today after the plant was shut down yesterday because of a strike at the company's Pretoria plant

The public affairs manager for Samcor, Mr Ruben Els, said an agreement had been reached whereby Pretoria workers would man the factory today and negotiations would continue

● PE Tramways dismissed 70 bus drivers and 10 workshop employees after they failed to return to work yesterday

A spokesman said the bus service had returned to normal, but no new workers had been hired. The dismissed workers had the right to appeal

● There was no production at the Mercedes-Benz plant in East London today as workers entered the eighth day of a strike over a wage dispute. On Monday 188 employees at the plant were dismissed by management when they refused to go back to work.

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Miner dies in strike

Own Correspondent

JOHANNESBURG — An employee of Gencor's Trans-Natal Coal Corporation was killed in his hostel bed yesterday afternoon as the biggest strike in South African labour history entered its third day

It was the first death reported in the countrywide strike by between 220 000 and 340 000 miners

According to a Gencor statement released yesterday the 36-year-old man, whose name has not been released, was identified as one of six employees who went on duty at the Blinkpan mine, near Witbank, on Monday night. He was found with a wire hanger around his neck. Police are investigating.

Meanwhile levels of participation in the strike yesterday appear to have remained constant. But there were further allegations and counter-allegations of intimidation between the National Union of

Mineworkers (NUM) and employers

Only Anglovaal reported any significant change in strike participation, with numbers at the Loraine gold mine increasing from 400 to 2 570

The Chamber of Mines industrial relations advisor, Mr Johann Liebenberg, said he was pleased the strike had not escalated

He said the industry was still prepared to negotiate with the union on the improvement of the death benefit scheme and the establishment of a provident fund. He hoped union members would return to work soon so these talks could begin.

The NUM has responded to a telex from the Anglo American gold and uranium chief, Mr Peter Gush, asking that it influence members to desist from taking over hostels and kitchens by accusing him of provocation.

Anglo said strikers at some mines were preventing workers wishing to work from doing so by setting up roadblocks and con-

trolling hostel gates

The NUM general secretary, Mr Cyril Ramaphosa, yesterday denied these allegations.

He condemned as provocative the deployment of large numbers of mine security officials at hostels and Mr Gush's public statement that strikers would have to pay for any food consumed.

Mr Ramaphosa said mine security at the Vaal Reefs number 8 shaft yesterday went around to hostel rooms with their guns drawn attempting to intimidate workers into going underground.

An Anglo American spokesman, Mr Bobby Godsell, said the company denied this emphatically.

Mr Ramaphosa also said about 50 union shaft stewards in the Westonaria region had been arrested. An SAP spokesman said he knew nothing of any such arrests.

Apart from a number of Randfontein Estates employees, few strikers have left mine premises for home.

Accusations of violence as strike enters 2nd day

By Mike Siluma

The national wage strike by black mineworkers, called by the National Union of Mineworkers (NUM), went into its second day today with accusations of violence from both the union and management.

NUM has claimed that 340 000 members are on strike and today said that strike action could spread to the crucial gold processing plant, Rand Refinery, where members are being balloted today. Rand Refinery comment was unavailable at the time of going to press.

The Chamber of Mines yesterday put the number of strikers at between 220 000 and 230 000, nearly half of the black workforce at chamber mines.

A spokesman said figures for today would be available later. NUM general-secretary Mr Cyril Ramaphosa said mine members had been arrested and rubber bullets and teargas had been used in action aimed at crushing the strike. Mine management have accused union officials of intimidation.

Anglo American, which reported extensive strike action at its mines yesterday, said the situation at the group's mines remained unchanged. However, a spokesman accused NUM shaft stewards of "interfering with access to hostels, preventing workers from exercising their choice to work and obstructing delivery of food supplies" at Gencor, the other house which reported strike by large numbers of workers.

about 30 000 out of a workforce of 70 000 could not provide more information this morning. A spokesman for Gold Fields said group mines had been operating normally since the strike began on Sunday. Gold Fields yesterday pointed out that, contrary to union reports, the Deelkraal mine was not affected by strike action.

A spokesman for Rand Mines said that of the group's coal mines only Douglas, near Witbank, was affected.

At a Press conference yesterday, Mr Ramaphosa again accused the mining employers of trying to crush the strike by force, but expressed a willingness to re-open negotiations if approached with a new wage offer. The chamber has ruled out the possibility of revising its offer.

Incidents of violence reported include:

- Workers going on an underground sit-down strike at the Harmony Gold Mine after workers were allegedly forced under ground, an allegation denied by management. A spokesman said there was a brief sit-in at a shaft at Harmony by a few workers, but this was quickly resolved.
- Raids on NUM offices at Klerksdorp and Westonaria.
- Fighting at Gencor's Kinross mine where workers returning from work were attacked by strikers, according to management.
- The arrest of "certain members of NUM" at the ICF mine, NUM said the regions affected by the strike so far included Klerksdorp, Carletonville, Westonaria, Secunda, Witbank, the Witwatersrand and the Free State.
- Conservative Party MP for Carletonville and former trade union leader for white miners, Mr Arrie Paulus, said if the strike continued for a long time it could mean "immense damage for South Africa."
- See Pages 3, 4 and 13.

from a high of \$1,5735 to around ping. — Sapa-Reuter.

LONDON — Britain's National Union of Mineworkers has launched an international appeal for funds to support SA's striking miners.

NUM strike fund appeal

NUM president Arthur Scargill urged trade unions, Labour Party branches and other groups in Britain to help the SA National Union of Mineworkers.

He also appealed for support world-wide through the International Miners' Organisation, which is reported to have 5-million members.

He made the appeal after talking to SA NUM general-secretary Cyril Ramaphosa.

Scargill led a year-long strike by his own union a couple of years ago which ended in defeat.

The state-appointed National Coal Board refused to give in to his demands and the strike crumbled.

A section of the NUM became disillusioned with Scargill's leadership and broke away to form the Union of Democratic Mineworkers.

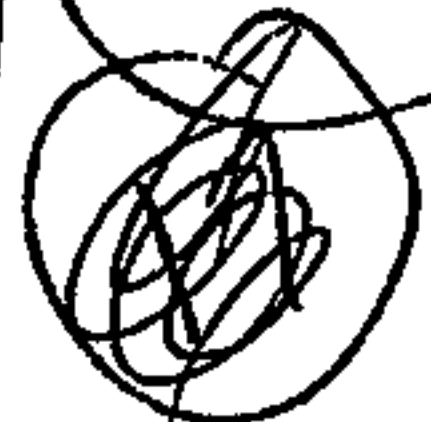
The SA miners' strike has received prominent coverage in Britain's "quality" newspapers.

It was a leading item on television news bulletins on Monday night, with the BBC and ITV featuring filmed reports from their correspondents. — Sapa.

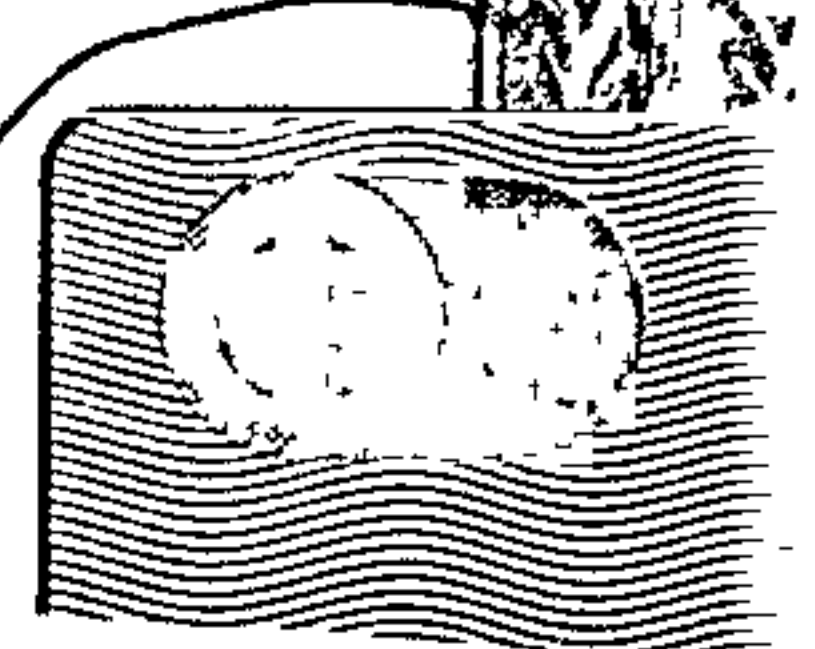
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B/Day



love after massacre

LP: wage demands justified

CAPE TOWN — The Labour Party (LP) has come out in support of the 30 per cent wage increase demands made by striking mineworkers saying that this is not exorbitant in the light of the backlog in miners' wages

The statement by the LP's spokesman on Economic Affairs and Technology, Mr Sam Leeuw, is the first by a political party

It dovetails, however, with LP policy on the mines.

The LP's Leader, the Reverend Allan Hendrickse, stated in 1984 that the LP was in favour of nationalising the gold mines. This is now part of the Labour Party's policy

Mr Leeuw expressed the hope that an agreement would be reached soon between the National Union of Mineworkers and the Chamber of Mines to end the dispute

He welcomed the fact that the Mines and Works Amendment Bill, which ends job reservation on the mines, was to find a place on the Statute Book — DDC

11/8/87

The Argus Correspondent

JOHANNESBURG — The national wage strike of between 220 000 and 340 000 black mineworkers, called by the National Union of Mineworkers, went into its second day today with accusations of violence from both the union and the managements.

The NUM warned today that strike action could spread to the crucial gold processing plant, Rand Refinery, where members were being balloted today. Rand Refinery comment was not available.

The NUM's general secretary, Mr Cyril Ramaphosa, putting the number of strikers at 340 000, reported the arrest of nine members and the use of rubber bullets and tear-gas in action, he said, aimed at crushing the strike while mine managements accused union officials of intimidation.

The chamber, has put the number of strikers at between 220 000 and 230 000, which is nearly half the black workforce at chamber mines. A spokesman said figures for today would only be available later.

Anglo American, which reported extensive strike action at its mines yesterday, said the situation at group mines remained unchanged. But a spokesman accused NUM shaft stewards of "interfering with access to hostels, preventing workers from exercising their choice to work and obstructing the delivery of food supplies".

Gencor, the other mining house which reported stayaways by large numbers of workers, about 30 000 out of a workforce of 70 000, could not provide fresh details today. A spokesman for Gold Fields was not available.

At a Press conference Mr Ramaphosa accused the employers of trying to crush the strike by force, but expressed a willingness to re-open negotiations if the chamber made a new wage offer.

● The president of the United Mineworkers of America, Mr Richard Trumka, has sent the NUM a telegram pledging solidarity and has urged his union's members to raise money for the strikers, and in Britain Mr Arthur Scargill, president of the National Union of Mineworkers, has launched an appeal to aid the NUM through the International Miners' Organisation which has five million members — The Argus Foreign Service

NATIONAL/INTERNATIONAL

Union and chamber both allege violence in mine strike

NUMboers dispoited

press 11/8/87

2/3

TUESDAY
340 000 out in biggest strike

MINERS, BOSSSES, STAND FIRM

**Miners
stand
firm**

• From Page 1

informing workers NUM's national executive committee had called off the strike.

• Union members involved in organising the strike at Buffelsfontein Gold Mine, Randfontein Estates, Braken Gold Mine and at Vaal Reefs, have been arrested. In all, nine NUM members have been allegedly arrested.

• Mine workers attending union meetings have been attacked. One worker has been injured at Lorraine Gold Mines after mine security fired rubber bullets, birdshot and teargas.

• The union's offices in Westonaria and Klerksdorp have been raided, and

• Workers have been forced to go underground at gunpoint under the pretext that other workers who wanted to work required protection

Killed

NUM claimed that a man had been killed at the Lorraine gold mine.

The union also said NUM officials have been unable to gain access to union members because the Chamber of Mines members have erected roadblocks to seal off the areas

Mr John Imrie, of the Chamber of Mines' public relations department, yesterday said he could not comment on allegations about what had happened at individual mines

Going home



WAITING . . . Mineworkers at Randfontein Estates wait for transport to take them back home in the rural areas.

MORE than 340 000 miners are on strike and other workers were prepared to make sacrifices because the issue at stake is a living wage, the National Union of Mineworkers said yesterday.

Mr Cyril Ramaphosa, NUM's general secretary, told a Press conference in Johannesburg that his organisation had made all approaches to management that any decent trade union could. NUM was still open to negotiations, he added.

"The workers will take as long as it takes to attain their goals. Our demands are negotiable and we still give the Chamber a chance," Mr Ramaphosa said.

The Chamber of Mines' view has been that in percentage terms, the increases that miners received last month were good and that it had no intention of granting a further increase.

The NUM strike is the biggest of its kind in South Africa's labour history.

Mr Ramaphosa said while it was "obvious" that not all miners would

By
**NAT DISEKO
and THEMBA
MOLEFE**

leave the mines and go home, strike committees at different mines would give direction to those who remained.

There were workers like those who came from Mozambique who could not go home because of the problems at the border with South Africa.

Valid

Asked whether he thought it was the mine's obligation to feed striking workers, Mr Ramaphosa said the workers had to be fed by the mine because they were absent from work because of a valid reason as required by their contracts.

In a statement issued yesterday, NUM accused management of making attempts to break the strike. The union alleged

• Fake pamphlets were distributed in the Klerksdorp region

• To Page 6

Blast rocks mine

JOHANNESBURG. — An explosion rocked the No 10 shaft of the St Helena gold mine at Welkom in the Free State today as about 70 workers were descending in a lift, the mine said.

A company statement said the blast about 7 15am caused extensive damage to the shaft. Mine management has not yet established the cause of the explosion.

Mr G Maude, a director of St Helena Gold Mines Limited, said in a statement that at the time of the explosion about 70 employees were believed to have been descending in the lift.

He said "Rescue operations have been started but no contact has yet been made with the employees in the lift."

A spokesman for Gencor, administrators of St Helena, said later the mine had been "partially" affected by the national gold and coal miners' strike which ended at the weekend.

"About 70 percent of St Helena's workers did not go on strike."

"Rescue operations are under way. As soon as we make progress we will distribute more information," he said.

Rehired

Meanwhile, mineworkers were returning to work today in large numbers, ending the longest and most costly strike in South Africa's history.

The estimated 36 000 strikers who were dismissed will be rehired, and the position of the 7 000 who lost their jobs when Anglo American shut down two gold mine shafts which it said were uneconomical will be discussed later.

The strike, which the National Union of Mineworkers claims cost mine-owners R250-million, is believed to have cost strikers R5-million a day in lost pay.

Nine miners were killed during the strike, including two in a weekend clash between strikers and mine security personnel at the Kinross mine near Evander.

Few days

Workers went back to work today in response to the union's call to end the strike following a settlement yesterday between the union and the Chamber of Mines.

The return to work is expected to take a few days as many strikers left mine premises during the strike. The union says it has sent word to members in neighbouring states to return.

Settlement in the strike centred on improved leave and death benefits, with the chamber's wage offer remaining at between 17 and 23,4 percent.

At a news conference last night, the union's general secretary, Mr Cyril Ramaphosa, said the strike was neither a defeat for the union nor a victory for the chamber. He described the three-week action as "a dress rehearsal" for 1988.

The Argus Correspondent and Sapa

Handwritten notes: (initials), 2/18/87, (2/19)

Water line to Ergo sabotaged

213
2005/19/8/87

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JOHANNESBURG — In continuing mine strike-related violence last night, a pipeline supplying water to the East Rand Gold and Uranium (Ergo) plant near Springs was sabotaged, and 15 NUM members were allegedly injured in police action at Anglo American's President Steyn Gold Mine in the Free

State
A spokesman for Anglo said today that "a pipeline supplying water to the Ergo plant was sabotaged resulting in lost throughput of about 2 000 tons"

He added that police were investigating

Drama surrounding the strike in the last 24 hours has also seen the breakdown in talks between the

National Union of Mineworkers and Anglo American, aimed at ending violence surrounding the 10-day miners' strike

The NUM withdrew from last night's talks with Anglo claiming management had called in police at the President Steyn mine Anglo has demanded this, and called on

NUM to resume talks on the violence issue

Talks broke down when the union walked out after learning of the alleged injury of members at President Steyn

NUM claimed that police fired rubber bullets after being called in at the mine But police have denied this, saying that tear smoke was used to disperse a gathering

Today the NUM claimed mine security fired tear gas into hostel rooms at Gencor's Bracken Gold Mine

NUM Secunda spokesman, Mr. Tshidiso Mthuphi, said workers were forced to go underground yesterday at Gencor's Bracken Gold Mine, but had staged a sit-down strike

At least one worker has been notified of impending disciplinary action as a result. He said most Bracken workers stayed away again today and that four had been arrested by mine security.

A Gencor spokesman, reporting a 90% attendance at Bracken, could not comment on the NUM allegation at the time of going to press

NUM
walks out
of strike
talks

NUM Times
19/8/87

213



Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) leadership yesterday walked out of the second round of talks with Anglo American to stop violence on its strike-hit mines after the union accused police of injuring 15 miners at Anglo's President Steyn gold mine near Welkom

And, as attitudes hardened in the 10-day-old strike, NUM general secretary Mr Cyril Ramaphosa said strike ballots would be taken before the weekend at De Beers diamond mines in Kimberly and Namaqualand

At a press conference last night, Mr Ramaphosa predicted the level of mine clashes with security men would rise sharply.

'Injured by police'

Both sides failed in an hour of talks to agree on how to end the violence that has left about 300 mineworkers injured since August 9

Mr Ramaphosa told journalists the NUM left the meeting after hearing that 15 President Steyn strikers, waiting for buses at the mine entrance, had been injured by police firing rubber bullets and wielding sjamboks

Police said last night that an illegal gathering of 40 mineworkers had been dispersed by teargas and rubber bullets, but no injuries were reported

Earlier, Anglo's chief spokesman, Mr Bobby Godsell, said the NUM was urged to accept joint review boards — at national or local level — to deal with a range of union proposals tabled at yesterday's meeting

He stressed that Anglo was not responsible for the violence "The ball is in the NUM's court We are prepared to return to negotiations on meaningful issues," he added

Mr Ramaphosa said Anglo had agreed to only one of six NUM propos-

From page 1

als — to demobilize mine security Anglo would not accede to the withdrawal of police charges against strikers or compensation for workers injured in clashes

He made clear that Anglo's proposals, though accepted by the union, were "not sufficient to restore mines to a non-violent situation"

Chamber of Mines statisticians yesterday reached what they considered to be an accurate figure of the cost of the strike so far But chamber spokesman Mr Peter Bunkell refused to disclose "such strategic information"

The chamber has rejected as "inflated" the Labour Monitoring Group's estimate that mining houses had lost R93m A reliable mining source yesterday put the figure at R75m

Commodity brokers believe at least four more strike days are needed to realize a significantly higher gold price

Said Holcom Futures director Mr Charles Johnstone "Traders are used to gold mine strikes being short-lived The action would have to last at least two weeks before we would see significant rises in the gold price" Conditions to breach the \$500 an ounce gold price barrier, he said, would be a long-strike, a renewed flare-up in the Gulf and a sharp drop in Wall

Street share prices — currently performing strongly

In other developments, Anglo American yesterday extended the deadlines till today for strikers to return to work or face dismissal at its Amcoal Landau Colliery and the Number Six shaft at Vaal Reefs gold mine

Amcoal told its shareholders last week the colliery would be closed next March — a deadline that could be brought forward to today if the strikers do not heed Anglo's ultimatum to return to work.

In a statement, Gencor said attendance at its gold mines continued to improve over the past two days Nearly 90% of the work force at the Bracken Gold Mine near Evander are back at work, and at neighbouring Leslie Gold Mine about 70% reported for duty yesterday, Gencor said

Mr Ramaphosa said the Bracken workers yesterday staged an underground sit-in and he was confident the majority of Leslie workers were on strike

To page 3

Mine strike is over after talks

CAP-Times 3/1/87 213 (KEEP)

JOHANNESBURG. — The 21-day strike by black miners ended yesterday after talks between the union and mining houses at the weekend.

Neither the National Union of Mineworkers nor the Chamber of Mines has claimed clear victory or conceded defeat.

The settlement came after more violence on Friday night when two strikers were shot dead and 16 people were injured in a clash between strikers and mine security at the Kinross gold mine near Evander.

The leader of the National Union of Mineworkers, Mr Cyril Ramaphosa, said "We have not lost. We have emerged a lot stronger than we were."

● Strikes cost 5,5 million working days — Page 3

Mr Bobby Godsell, chief negotiator for Anglo American and Mr Ramaphosa's main adversary in wage talks, acknowledged a new respect for the black labour force on the mines.

"To take very large numbers of people out on strike and keep them out on strike for three weeks is a real achievement of a kind," he said. "Both the union and the employers have demonstrated their ability to administer and withstand pain."

Mr Ramaphosa led 330 000 miners in a work stoppage that cost the industry an estimated R270 million.

Earlier attempts since the union was formed in 1982 with 6 000 members mobilized fewer than 50 000 miners and, after mass dismissals and dozens of deaths, lasted no more than two days.

This year's strike was a show of force far beyond anything the miners had been able to mount before, though it cost nine lives, some 500 injuries and the prospect of seeing 100 000 men fired.

About 46 000 men were fired — 36 000 in the last 72 hours of the stoppage — in terms of laws that allow the miners to strike, but offer them no protection against dismissal.

More than 50 000 others faced dismissal within a week and the six major mining houses indicated they would continue to accelerate the pace of action against strikers.

Yesterday, soon after 3 pm, Mr Ramaphosa was forced to bow to the might of the mining companies.

He abandoned his union's demand for a 30% wage hike that would have taken average monthly earnings of 550 000 black miners to about R555 and to settle for nominal fringe benefit improvements he had turned down five days earlier.

The final settlement differed only slightly from the offer made by the chamber and rejected by the union last Tuesday and Wednesday. Instead of the death benefit being increased from the equivalent of two to four years' wages, it will be increased to 36 months.

"I think both sides have learned to respect each other," said Mr Johann Liebenberg, chief negotiator for the Chamber of Mines conceded "It was much longer than we expected."

Mr Godsell rejected the suggestion that the outcome was a defeat for the union. "The word victory is wholly out of place," he said. "We had to follow a certain path and we did so very reluctantly."

Mr Naas Steenkamp, president of the chamber that represents the owners of 99 gold and coal mines in wage negotiations, admitted that both sides had learned from the strike and said the union was not knocked out by the outcome — UPI



MINE MEN The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa (left) and the president of the Chamber of Mines, Mr Naas Steenkamp (right)

Workers back, say OFS Anglo mines

JOHANNESBURG — Initial reports from mines in the Free State goldfields to the Anglo American Corporation are that miners are heeding the return to work call.

An Anglo spokesman said last night "all shafts in Free State mines report a very good response to the night shift and indications are that the strike is over."

Anglo said shifts on a Sunday night represented a small proportion of the workforce and today's dayshift would give a better indication of whether the strikers were returning to work.

A spokesman for Gencor said it was not known what the turn-out was for the night shift on its mines, but would try to establish attendance rates later.

Mr Bruce Evans, chief executive officer of Gencor's gold and uranium division, said last night the increase in the number of workers who reported for the night shift on the company's strike-affected mines was "encouraging and indicates that the workers are already responding to the strike settlement this afternoon" — Sapa

Strangler eludes stake-out

By CHRIS STEYN

SEVERAL men suspected of being the "Station Strangler" have been questioned by detectives over the past two days as the hunt intensifies for the child-killer who has raped and murdered six Cape Flats boys since October last year.

A team of detectives led by the investigating officer, Detective Warrant-Officer Reggie Schilder, spent hours at the weekend secretly staking out dense bush in an undisclosed area. But the killer never came.

The police are determined to catch the child-killer before he

strikes again. But, according to a top forensic psychiatrist the "Station Strangler's" attacks are carefully planned. He has managed to elude the police dragnet for 10 months.

In an interview with the Cape Times yesterday, W/O Schilder said police were still being inundated with calls from members of the public who thought they had seen the child-killer.

"We were very busy this weekend investigating new leads and doing follow-up work. Nothing has panned out so far, but we are still digging," he said.

Police now believe they are looking for a handsome, articulate and well-dressed man in his early 20s. He is probably driving an olive-green Valiant.

Detectives are also following up information obtained by the Cape Times in an exclusive interview last week with the only person alive who could positively identify the child-killer.

The 12-year-old schoolgirl, who cannot be identified for her own safety, witnessed the "Station Strangler" abduct his latest victim, 15-year-old Samuel Ngada.

She came close enough to the suspect's car to give the Cape Times an exact description of the man. He was dressed in a flowery shirt and a red jersey at the time.

Anybody who knows where the suspect is or has information about the crimes should phone W/O Schilder at 934-1035 (office) or 31-3505 (home).

crack of dawn



Good heavens Bertha, I heard a terrific explosion. For a moment I thought PW Botha was having another difference of opinion with Riaan Eksteen.

Get to the...
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Bosses helped us build for future wins, says NUM

5/19/75
 (312)

"There is a stalemate in the industry. The Chamber thought it would teach the union a lesson, (but) they have helped the union build a strong foundation for further victories in future."

Thus the miners' strike was publicly declared over on Sunday by National Union of Mineworkers (NUM) general secretary Mr Cyril Ramaphosa.

By projecting into the future, Mr Ramaphosa ensured that the spotlight remained on the state of industrial relations in the mining industry, South Africa's single biggest employer.

Just four days before between 220 000 and 340 000 strikers had rejected a revised employer offer on benefits and resolved to continue the strike. Strikers were adamant that any acceptable offer would have to address their revised wage demand of a 27 percent increase.

"The union had repeatedly stated that a wage rise was 'crucial' to a settlement, while the Chamber was equally rigid in its view that the wage offer of between 16 and 23.4 percent was 'fair'."

But by Friday the union had reached agreement with Anglo American, which served as the basis for the final settlement with the rest of the Chamber's affiliate mining houses.

So what brought about a change in position on both sides, which made settlement possible?

NUM assistant general secretary and negotiating team



The three-week national strike by members of the National Union of Mineworkers (NUM), which ended this week, captured the imagination of many South Africans, whatever their political persuasion, and changed the face of labour relations in the mining industry. The strike cost the mining industry, South Africa and the strikers vast amounts of money and left at least nine people dead in clashes.

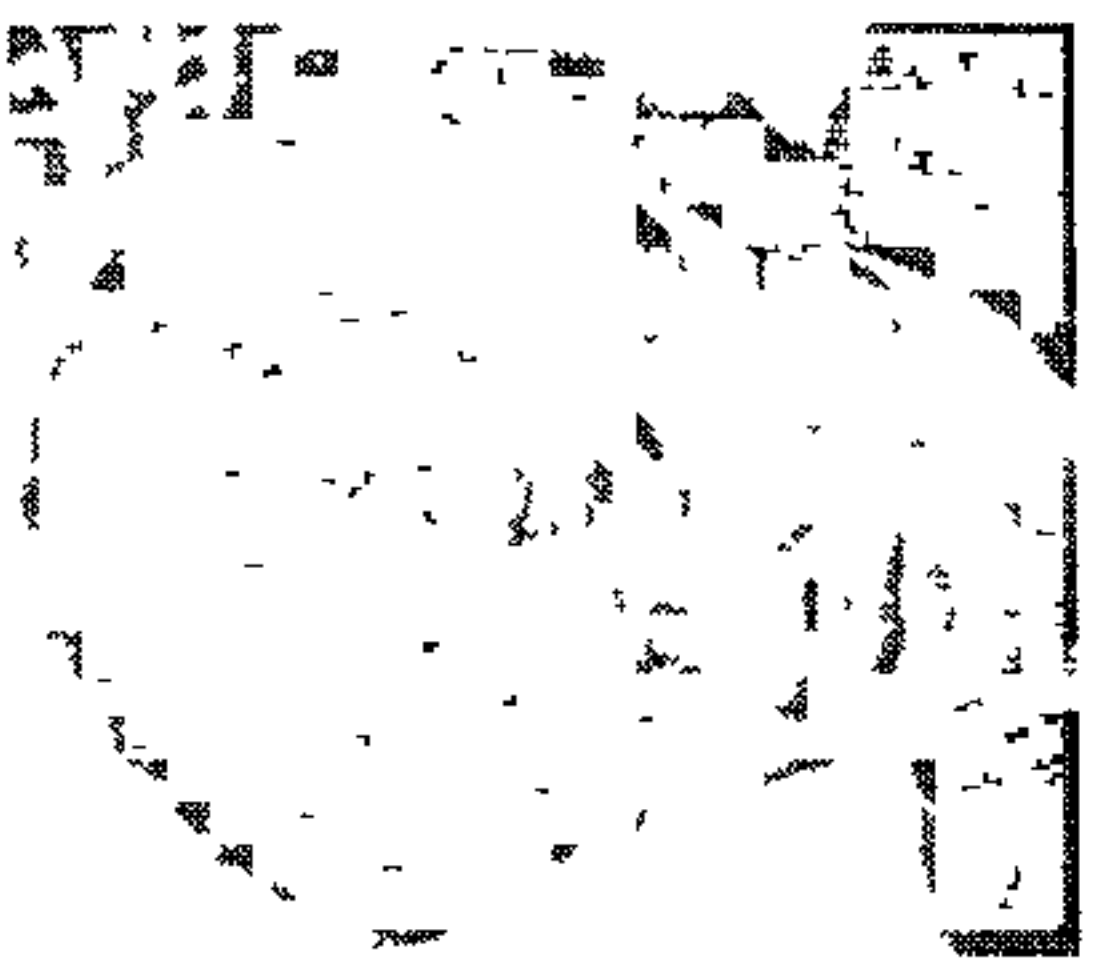
The Star's Labour Reporter MIKE SILUMA spoke to Anglo American's Mr Bobby Godsell (left) and the NUM's Mr Marcel Golding to retrace developments leading to the dramatic end to the biggest strike in the Republic's history.

member Mr Marcel Golding ascribes this to the union taking into account the forces ranged against it as the strike entered its third week.

"It became evident that Anglo had taken a conscious decision to flush out every single member to break the union. A strategic decision had to be taken on whether we would permit the entire membership to be fired or act to preserve the union's structures," said Mr Golding, who estimated that at least 41 000 strikers were fired — more than four times the strength of the smallest Congress of SA Trade Unions affiliate.

"The balance of forces was such that the union was not only faced by the mining industry, but also the State."

In the light of the above, "the union set in motion democratic discussion at shaft, branch and regional level about the unfolding and changing conditions of



third week we began to see both the economic and safety consequences particularly where conditions continued to deteriorate and threatened to make it impossible to mine stopes.

"It was a question of balancing accepting a strike and the losses imposed on us against not allowing the strike to significantly damage the South African gold and coal mining industry."

Referring to the central issue of wages, Mr Golding said the Chamber had initially refused to move because it believed workers were satisfied and would not support a strike. "By the time the strike began management had painted itself into a corner by declaring it would not re-open talks on wages," he said.

According to Mr Godsell, when the talks broke down, management gained the impression that the union wanted

to demonstrate its power by calling a strike

"The question of wages became almost a point of honour as to whose terms the dispute would be settled on."

Another point raised by observers is the role of the Chamber as a central negotiating forum, in the light of Anglo's almost single-handed initiation of renewed talks with the NUM.

It has been argued that it made no sense for groups such as Anglo Vaal and Gold Fields, with a small level of unionisation, and Anglo, which employs about 86 percent of the union's total membership, to bargain together as one unit, the problem being that there was little or no pressure on mining houses with a low union presence to want to settle, an important factor in Anglo's relatively greater willingness to reach settlement.

On this point, both the NUM and Anglo seemed to hold the same view — that a central bargaining forum was necessary to set standards in the industry and to look after issues such as public holidays, job grading and possibly retirement benefits.

From the union's point of view, said Mr Golding, such a forum would function more effectively if the NUM extended its representation on other Chamber affiliates. Mr Godsell said a satisfactory arrangement would be to have one central bargaining forum for all workers irrespective of race or skill.

From MARCELLE GOLDING Assistant Secretary of the National Mineworkers Union (NUM)

A PITTINGANCE FOR 'DANGERWORK'

WHEN deadlock was reached between the National Union of Mineworkers (NUM) and the Chamber of Mines, the union wanted to go to arbitration or mediation to reach agreement.

The chamber rejected both suggestions. We then went for a strike ballot - more than 95 percent of the members on recognised mines voted for strike action. Since the negotiations started, NUM has been reasonable. We pointed out that the gold and coal mines have made huge profits. The chamber, on the other hand, says times are bad for the mining industry.

Let's take a closer look at conditions in the mining industry.

Living wage

In 1986, the gold mines recorded their highest profits in history. They achieved record results in 1985 for the amount of ore processed, revenue and profits. Working profits rose by 37 percent in 1985 and by a further 14 percent in 1986.

Dividends rose by 38 percent in 1985 and by 10 percent in 1986.

The union's demand for a living wage is based on the fact that the mining houses can afford to pay it.

Our demand is supported not only by the mining houses' results over the past year, but by the excellent results of the past decade during which the mines have not had a real increase (in relation to inflation).

For the past 10 years, the gold mines have earned remarkable profits for their owners and the government.

If we look at the profits over that period, it is obvious we have not benefited from the high gold price and profits between 1975 and 1986.

Total profits have gone up by 44 percent, total dividends to shareholders have gone up by 21 percent, and capital expenditure has

gone up by 106 percent, increased for South African coal as an alternative source of cheap energy, and exports have increased despite competition with other coal producers.

South African coal remains the cheapest in the world to mine because the bosses pay such low wages to coal miners.

In return for supplying cheap coal, the mines get cheap electricity - 27 percent of all Escom

electricity is used on the mines.

We are among the lowest-paid workers in the country, but we do the hardest and most dangerous work.

We are only supposed to work 96 hours a fortnight, but we work much longer. The minimum wage is R238, on collieries it is just R225. On this pittance the chamber expects us to support our families but all they are prepared to give

us is between 15 and 23 percent.

We reject these slave wages. Every year more than 400 of our comrades die in the mining industry, digging gold to make the mining houses rich.

Thousands are injured, many suffer permanent disability. Despite this, mining bosses still think of safety as an issue on which they alone can make decisions

we believe that, if we have to do the most dangerous work, we should get a danger allowance.

We also demand death benefits. At the moment if one of us dies his family gets just one two years' earnings.

After that they must survive without a breadwinner and with no chance of an income.

We are also demanding 30 days leave a year. Leave conditions in the industry vary - some get 14 days, some 21 and some 28 days a year to see their families.

We have a right to more leave because we have a right to spend more time with our families.

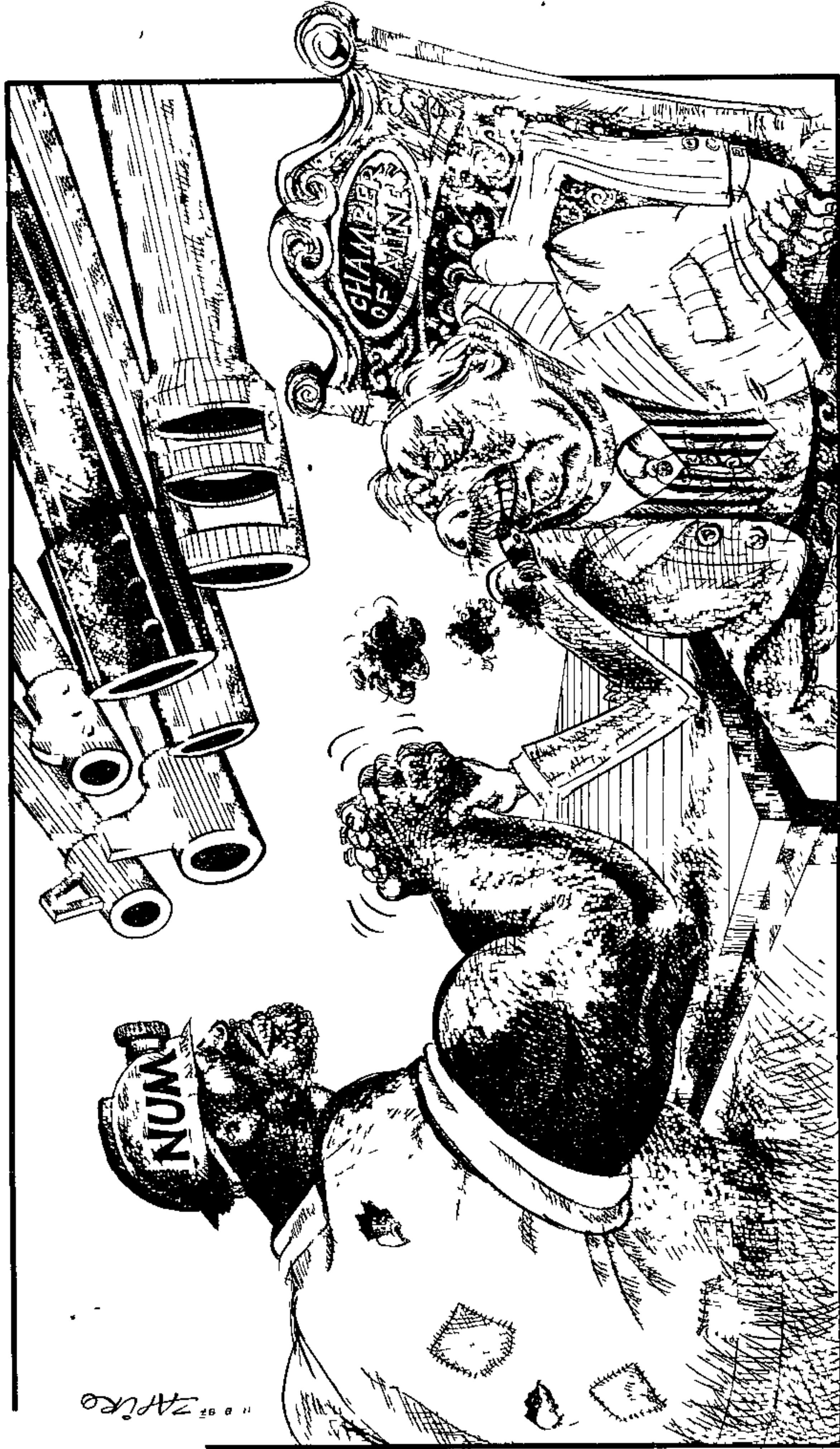
We want June 16 as a paid public holiday. The youth of our country have been in the forefront of the struggle against gutter education. Many have died since June 16 1976 which is an important day in the history of our country's struggle for liberation.

We believe our demands are reasonable, and have spent many hours in many meetings trying to win them but the chamber said it has given enough. So we went on strike using the only pressure we could - withdrawing our labour in return.

In return, the mine bosses have threatened to dismiss us, to close the mines, to use mine security against us and to starve us into surrender.

We are not afraid of these threats. Our strike is legal and we have voted in our tens of thousands to use strike as our only weapon, the strike weapon.

Our struggle for a living wage will be set back many years if we let the chamber continue to pay us slave wages. We must win.



APRIL

UK Press notes increasing politicisation of SA's black unions

Mine strike hits headlines

SM 10/8/87

The Star Bureau

LONDON — The increasing politicisation of South Africa's black unions — and their swelling numbers — have raised new questions about the annual confrontation between the National Union of Mineworkers (NUM) and the Chamber of Mines, the *Financial Times* said in an editorial today.

The newspaper was one of several British dailies to give detailed coverage of the strike by NUM in support for its demands for higher pay and better working conditions.

The *Times* today ran profiles of Minister of Manpower Mr Pietie du Plessis and NUM Secretary General Mr Cyril Ramaphosa

The strike also gained fairly extensive radio coverage, with some BBC services giving updates with every bulletin

In its editorial, the *Financial Times* said this year was different because NUM had prepared the ground for pay negotiations more carefully and was better organised than in the past.

"But there is a further unpredictable factor: the increasing tendency of unions in South Africa to play a political role.

"On the face of it, the threat by about 200 000 black mineworkers may fit into the pattern of the past.

"The union has claimed increases across the board of 30 percent. The chamber has unilaterally implemented a rise of between 17 and 23 percent from July 1

"But the union's other demands include an increase in annual leave, larger death benefits and other improvements in working conditions. These issues are as important to the NUM as the pay claim itself

"Nevertheless, the gap would seem to be bridgeable, as it was in 1985 and 1986"

But, the editorial continued, there were new factors this year, including NUM's increasing membership, now around 40 percent of the 500 000 workforce in gold and coal mines

'No alternative channels'

Another significant factor was the increasing politicisation of the Congress of South African Trade Unions (Cosatu), to which NUM was affiliated.

"The politicisation of Cosatu and its affiliated unions is not surprising given that alternative channels for the expression of black demands are closed or impeded"

The newspaper pointed out that Cosatu had fallen foul of Pretoria, with a number of leading trade unionists being detained. Other harassment had included the bombing of Cosatu's Johannesburg headquarters earlier this year

"It is against this troubled background that NUM has made its strike threat. The union is vulnerable to tough measures by government or employers

Its membership is high in some mines, low in others. Many workers are migrants, liable to be sent back home.

"These and other factors may make the union leaders think again. But as the black unions begin to flex their political muscles, the outcome of these regular confrontations becomes increasingly uncertain."

Sapa-AP reports that the *The Independent* said "South's African dependence on its black mineworkers has long been seen as the white government's Achilles'

heel. About 80 percent of South Africa's foreign exchange is derived from its gold and coal mines, and in theory a miners' strike could bring the country to its knees. But it is questionable whether the current strike, if sustained, could achieve the black mineworkers' much more limited demands of better conditions and higher pay

"It is doubtful whether the NUM can persuade its members to sustain a long strike

"Many miners may not be prepared to hold out for long for the outstanding seven percent.

"Many miners from Mozambique, Lesotho and Malawi will go home to almost certain destitution and large families dependent on their wages. Those from within South Africa will fare little better"

Sec 11/8/87 213

White miners get extra pay, claims wife

By Therese Anders, Highveld Bureau

White mineworkers struggled to keep up production at a number of strike-bound Anglo American Witbank collieries yesterday, with wives claiming their men were being paid an extra R80 a shift.

"Our men are doing their own jobs plus those of blacks, so it's only right they should get paid for it," said a mineworker's wife, Hannejnye.

Hannejnye is not her real name. She believes her husband — a whites-only National Mineworkers' Union shop steward — would be dismissed if his family were identified.

A bonanza

Last night an Anglo American spokesman would not comment on the additional payment for white miners other than to say: "We are doing whatever we can to maintain production."

However an NMTU official confirmed Anglo was paying R80 extra a shift for miners and Gencor an additional R10 for each hour underground.

Hannejnye said this month would be a bonanza. Her husband expected the strike "to last about a month".

That could mean an extra R1 600 in the family kitty.

Hannejnye spoke over her back fence at Anglo's Goedehoop Colliery Village. She said the mine had been preparing for this strike for a long time.

"When the blacks didn't turn up for this morning's shift the white men knew what they had to do."

"They went underground as normal, but they will be doing work like coal cutting and driving shuttle cars which are usually done by blacks."

Goedehoop has a black complement of about 2 500.

Hannejnye has no sympathy for the striking blacks and hopes the Chamber of Mines does not give in to them.

"At least one black on this mine earns more than my husband. It upsets us that blacks get so much free."

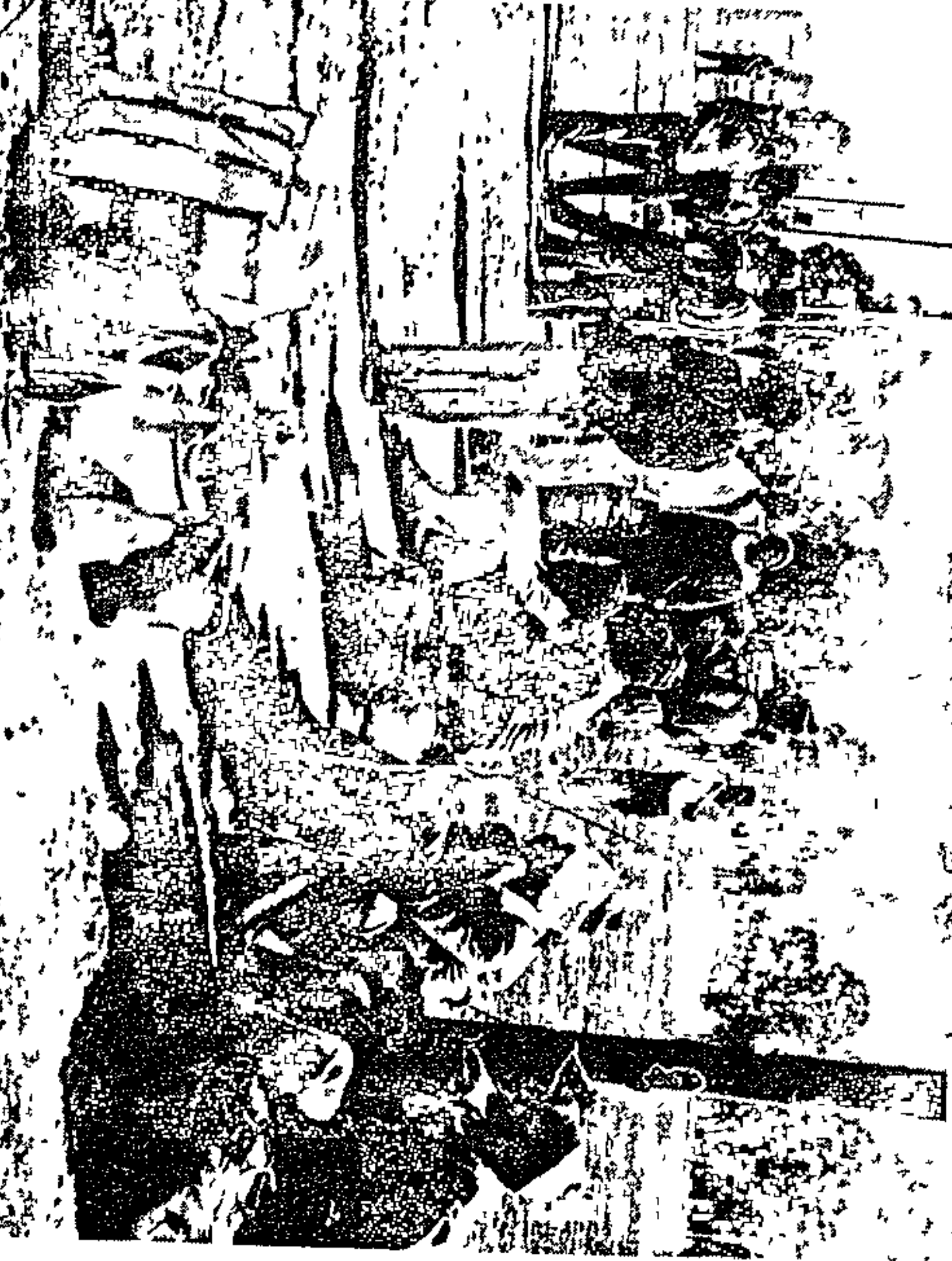
"We only pay R10 a month for this house, which includes free water and electricity, but the blacks get their food and board free."

"Our men can carry on without them for a long time. We're going to win this one," she said.

A NMTU official said it would be impossible for white staff to keep up full production at the affected underground collieries.

He believes production would be reduced to between 20 and 50 percent.

However, at open cast collieries using large drag lines, work could carry on with little disruption, he said.



Packed up and ready to leave, miners gather outside the Cooke 2 shaft in Randfontein after management ordered strikers out of the compound yesterday. The miners were waiting for transport to take them home.

Pamphlets urge strikers to return

By Mnduni Malva

Mineworkers at the Randfontein Estates Cooke 2 and Cooke 3 shafts said management was yesterday trying to break the strike launched for increased wages and improved working conditions.

The workers, who are members of the National Union of Mineworkers (NUM), accused management of misinforming workers at the Johannesburg Consolidated Investment's (JCI) Cooke 2 and 3 about the situation.

"Management has been telling workers at Cooke 2 that their colleagues at Cooke 3 have gone underground, which was not true. At Cooke 3 they told workers that everybody at Cooke 2 has gone to work," said a shop steward at Cooke 2.

Management distributed pamphlets yesterday urging the mineworkers to go back to work.

The general manager of the estates Mr W J van der Meulen warned the strikers in the pamphlets of "severe consequences of participating in the strike action."

Thousands of mineworkers still on strike

213 11/8/87

JOHANNESBURG — The national wage strike by between 220 000 and 340 000 black mineworkers, called by the National Union of Mineworkers (NUM), went into its second day today with accusations of violence from the union and the managements

Mr Johann Liebenberg, industrial relations adviser to the Chamber of Mines, said today that 68 of the chamber's 99 gold and coal mines were operating normally

Thirteen out of 55 coal mines and 16 out of 44 gold mines had been significantly affected by strike action, with two gold mines partially affected

The chamber has put the number of strikers at between 220 000 and 230 000, which is nearly half of the black workforce at chamber mines

Anglo American, which reported extensive strike action at its mines yesterday, said the situation at group mines remained unchanged

But, a statement accused NUM shaft stewards of "interfering with access to hostels, prevent-

ing workers from exercising their choice to work and obstructing delivery of food supplies"

Gencor, the other mining house which reported stayaways by large numbers of workers, about 30 000 out of a workforce of 70 000, could not provide fresh details today

The NUM warned today that strike action could spread to the crucial gold processing plant, Rand Refinery

Rand Refinery comment was not available.

At a Press conference yesterday, NUM general secretary Mr Cyril Ramaphosa again accused the mining employers of trying to crush the strike by force, but expressed a willingness to re-open negotiations if the chamber made a new wage offer

Yesterday the union said nine of its members had been arrested at various mines

Police in Pretoria last night said no-one had been arrested on any mines

In Cape Town, the Labour Party has come out in support of the mineworkers. A 30% pay rise (demanded by the

miners) for black mineworkers was not too much, the LP spokesman on Mineral and Energy Affairs, Mr Sam Louw, said

Other current industrial relations issues include

● A work stoppage at Samcor in Pretoria, involving more than 3 000 workers. Negotiations are taking place to try to resolve it

● A total of 188 strikers at Mercedes-Benz SA plant in East London were dismissed for failing to obey a company ultimatum to resume work

● Between 6 400 and 7 000 striking workers at Iscor's Vanderbijlpark plant began returning to work today after an agreement was reached between the National Union of Metalworkers of South Africa (Numsa) and Iscor management

● About 1 600 Transport and General Workers Union members nationwide have been on strike for nine days at various Everite plants

These include workers at Everite plants at East London, Port Elizabeth and Cape Town who joined the strike in sympathy

● The giant BTR Dunlop Tyre Company in Durban has declared a wage dispute with Numsa following the union's refusal to respond to the company's latest wage proposal

● Academics joined lunchtime demonstrations by University of Cape Town workers yesterday in support of their wage demands. — Sapa

Miners' strike: No settlement in sight

CAPE TOWN 11/8/87 (213)

From ALAN FINE

JOHANNESBURG — The Chamber of Mines last night said it had no plans to initiate negotiations to resolve the strike by 220 000 to 340 000 black miners which began on Sunday night

National Union of Mineworkers (NUM) general secretary Mr Cyril Ramaphosa said at a media conference yesterday the union had previously made "all the approaches a reasonable union could make", and it was now up to the chamber to contact the NUM

The spokesman said, however, the chamber had no intention of

responding to this statement "We have already made our position clear," he said, referring to a chamber communique last week that no further wage offer would be made

The chamber and the union have made widely varying claims about the size of the strike

Mr Ramaphosa said yesterday 340 000 workers at 44 mines, of which 26 are gold, were involved in the strike

The chamber's labour relations advisor, Mr Johan Liebenberg, put the figure at 220 000 to 230 000 — about 40% of the black workforce. He said 16 out of 44 gold

mines and 13 out of 55 collieries were "significantly affected" Another two gold mines were partially affected

The chamber said despite sporadic incidents of violence, relative calm had prevailed on the affected mines

Anglo said there had been three serious incidents of violence against employees who wished to continue working

Mr Ramaphosa, who flew by helicopter over West Rand and western Transvaal mines yesterday morning, said strikers were conducting themselves in a dignified and disciplined manner. He said he was grateful that members were abiding by the strike rules laid down by union leadership

This had been marred, though, by incidents at Harmony, Kloof and Kinross gold mines where mine security attempted to force miners underground

Spokesmen for Rand, Mines, Gold Fields and Gencor denied that such incidents had occurred

An earlier Sapa report said Anglo American had said there was "extensive" strike action on its mines and that six workers had been injured, two seriously. The report gave no details

At Kinross gold mine near Secunda six people were injured when about 200 employees returning from work "were attacked by about 300 strikers", mine management said

MINES

TENSE

Sawafar

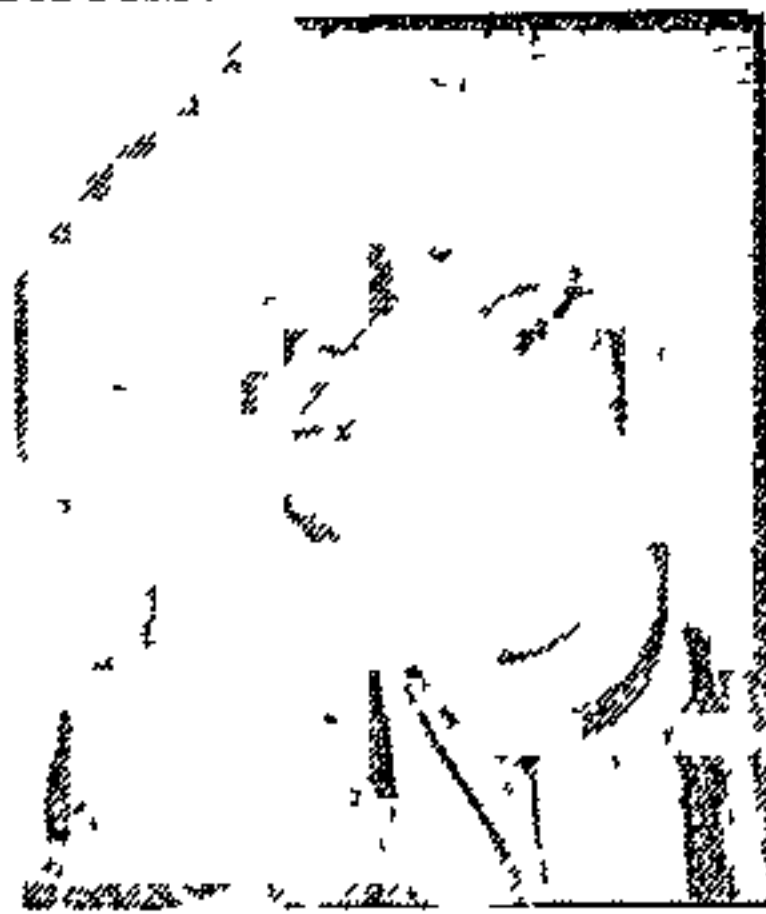
213

SA 10/19/87

SOUTH AFRICAN gold and coal mines were reported to be tense, hours before more than 200 000 black miners were due to launch the country's biggest strike to back demands for higher pay and improved working conditions.

A spokesman for the National Union of Mineworkers, Marcel Golding, said fake pamphlets were being distributed around the mines saying the NUM had called off the strike.

Mr Howard Gabriels, a NUM spokesman, yesterday said about eight miners were detained by security personnel at a mine in Klerksdorp and that many others were preparing to go home. The strike, according to Mr Ga-



MARCEL Golding . . . fake pamphlets.

briels, was due to start at midnight

The Congress of South African Trade Unions (Cosatu) has warned that direct State intervention

Launch of SA's biggest strike

in the strike could lead to strike action involving every Cosatu affiliate

The warning followed a meeting of Cosatu's central executive committee at the weekend

The NUM delegation at the meeting said it feared "massive repressive action" by both the Government and mine security during the wage strike

"During the last national strike in 1984, 10 mineworkers were killed and many injured. For this reason support from other Cosatu affiliates is crucial," the CEC was told

Meanwhile, solidarity action by Cosatu could include

- Strike ballots, especially in companies linked in some way to the Chamber of Mines,
- Union shop stewards pressuring managements into persuading the Chamber to negotiate and pay higher wages.

Action

Individual unions have also indicated that they are watching the response of the Chamber to NUM demands that management undertakes not to cut off water and food supplies to mine hostels and that no security action be taken against workers in hostels without NUM's prior knowledge

Council has stopped evictions — See P3

213

NEWS

Countdown to strike at mines by 300 000

Weekend Argus Correspondent

JOHANNESBURG — South Africa's mining industry is facing the worst labour disruption in its history with up to 300 000 workers preparing to strike for more pay

The National Union of Mine Workers (NUM) has sent an urgent letter to the Chamber of Mines seeking guarantees that there will be no interference with the strikers from either management or security agencies. About 200 000 NUM members will go on a legal strike at 46 mines from tomorrow, but about 100 000 workers at non-recognised mines may join them.

Gold, coal stockpiled

It is understood that most mines have stockpiled the equivalent of a month's coal and gold production as a cushion against disruption.

The Chamber has not commented on a letter sent by the NUM, saying that "some, or all (chamber) mines intend to deprive our members of food during the strike, or charge them for the cost of food and accommodation".

"We also know that in previous cases attempts have been made to break strikes by violent, unlawful or improper means," the letter said.

The strike will mostly affect the labour-intensive mines in the Western Transvaal and the Free State, but it is doubtful whether more than a quarter of South Africa's total production of two tons a day would be disrupted even at those mines. This would cost the mines about R15-million a day.

A similar situation is expected at the collieries, where the production of at most 15 000 tons a day would be affected.

SA mines strike starts tomorrow

213 WPOST 8/8/87

Post Correspondent

JOHANNESBURG — In less than 24 hours South Africa's mining industry will be facing the worst labour disruption in its history, with up to 300 000 workers expected to go on a wage strike tomorrow.

About 200 000 National Union of Mineworkers (NUM) members will go on a legal strike at 28 gold and 18 coal mines, but about 100 000 will be joining them at mines where the NUM is unrecognised.

Sources say the mining houses are hopeful of a quick solution to the strike, but the mines are not unprepared for these develop-

ments, which could have serious repercussions for sales of bullion in Europe, the US and the Far East.

Mining analysts point out that most mines have stockpiled the equivalent of a month's coal and gold production as a cushion against any possible large-scale disruption.

A senior mining analyst at a Johannesburg stockbroking firm estimated that not more than a quarter of South Africa's total gold production of two tons a day would be affected.

He said the strike would be most effective at the labour-intensive mines of the Western Transvaal and

the Free State, "but even if every single NUM member stayed away, it would cost the mines at the most R15 million a day."

"The industry is in a fairly strong position and has the potential to quickly make up lost profits just by slightly improving the grade of ore produced," he added.

From Cape Town, political correspondent Patrick Cull writes that the final vestiges of job reservation in the mining industry are scheduled to come under the hammer next week when the Mines and Works Amendment Bill is debated in the House of Assembly.

And with arch-conservative Mr Arrie Paulus, former secretary-general of the all-white Mineworkers Union and now Conservative Party MP for Carletonville, in Parliament, the debate is likely to be among the most bitter this session.

The Bill has already been passed by the House of Representatives and the House of Delegates.

Referring to this, the Deputy Economic Affairs and Technology Minister George Bartlett said, "I am not so sure that there will be unanimous support in the House of Assembly."

But he added "Be that as it may, this measure is going to go through all three Houses of Parliament."

1965 25/8/72
Mine strike:
Talks to 213
reopen today

JOHANNESBURG — The Chamber of Mines today agreed to meet the National Union, Mineworkers (NUM) to hear new proposals

This is in response to a call by the NUM for negotiations on the 16-day-old coal and gold miners' strike to be reopened.

A spokesman for the chamber said no further arrangements had been made for the resumption of talks

The general secretary of the NUM, Mr. Cyril Ramaphosa, said the chamber had told the union a meeting had been arranged for 2pm today at the chamber's head office in Johannesburg

No agenda had been set for the talks.

Both the NUM and Anglo-American — the mining house most affected by the strike — said yesterday they were willing to resume talks if no pre-conditions were set — Sapa

NUM
Anglo
talks to
continue
today 2/3

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) and Anglo American met for three hours yesterday and will continue discussions today on ways of eliminating violence on strikebound mines.

Mr Bobby Godsell of Anglo described the discussions as "constructive". NUM general secretary Mr Cyril Ramaphosa said, however, that he did not wish to characterize the talks as positive till and unless they were successfully concluded.

Mr Ramaphosa said the union was willing to accept Anglo's proposals provided the company accepted the union's suggestions.

Anglo has proposed that all hostels should function normally under management control and that there should be normal access to hostels for workers, management and union officials. There should also be normal access to shafts and plants with areas designated for peaceful picketing, should the union request this. Lastly, force or the threat of force should not be used to prevent workers from either striking peacefully or working normally.

Withdraw charges

The NUM told Anglo that mine security personnel should be removed from hostel areas and cease patrolling. Anglo should also agree not to call in the SAP under any circumstances and charges laid against scores of strikers in the past week should be withdrawn.

Meanwhile, all mining groups, except Gencor, reported no change in strike levels yesterday. A Gencor spokesman said attendance improved at a number of the group's gold mines.

● Sapa reports that the Chamber of Mines said there had been a decrease in the number of people taking part in the eight-day-old coal and gold mine strike.

DD 25/8/81

NUM wants more talks

213

Dispatch Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) leadership last night called on the Chamber of Mines to reopen wage talks after Anglo American offered to start unconditional talks with the union to end the 15-day-old gold and coal miners' strikes

However, the NUM's spokesman, Mr Marcel Golding, said Anglo could not negotiate the wages issue alone but only through the Chamber of Mines as the recognised collective bargaining agent

The NUM has sent the chamber a telex expressing its willingness to reopen talks in the light of Anglo's offer but the chamber's spokes-

man, Mr Johann Liebenberg, said a decision would only be made today

The chamber has said its wage offer is non-negotiable

The move comes after Anglo urged the NUM to return to the negotiating table to settle the dispute after an Anglo miner was killed in a hostel at President Steyn mine yesterday

The fatality occurred during a fight between strikers and workers wanting to go underground and brought the death toll during the strike to six.

A spokesman for Anglo, Mr Bobby Godsell, said talks could include "ways of improving the package", but no move would be made away from the chamber's final offer

The dismissal deadline for the 10 000 striking Anglo miners has been extended from today until tomorrow

This applies to 7 000 strikers at the No 2 and No 3 shafts at Western Holdings gold mine and 3 000 coal workers at the New Denmark and Springfield collieries

A similar ultimatum to 6 000 striking miners at the Vaal Reefs No 9 shaft was brought forward to today

This brought to 40 000 the number of striking miners who faced dismissal ultimatums or disciplinary hearings. About 7 000 strikers have been dismissed

Mr Godsell said a "significant majority" of the 3 000 miners at the marginal Saaiplaas No 4 shaft had voted to return to work

The Labour Monitoring Group estimates that between August 19 and 20 there were 322 730 miners on strike

This figure comes closest to the NUM's estimate of 342 000 and trails behind the chamber's 210 000

MINEWORKERS' STRIKE: BEHIND THE SCENES

NUM speaks out

2/13

WHAT is the true story behind the National Union of Mineworkers' dispute which has led to 300 000 workers risking their livelihood in one of the biggest strikes in South African history?

As arguments rage over the exact number of workers who have downed tools — the mine bosses claim only 250 000 are out, while the NUM claims that 340 000 workers have heeded its call and that it has a capacity to bring out many more — production losses are mounting by at least R31 million a day.

The mining bosses, who say they have enough gold reserves stockpiled to survive a month-long strike, have a powerful weapon at their disposal — time. But NUM had an "ace up its sleeve" by organising a mass exodus of striking workers from mine hostels to their homes, thereby dictating when workers will return.

• Marcelle Golding, assistant general-secretary of the NUM, outlines the reasons for the strike, page 5.

• First round to NUM, page 2.

• Strike update, page 3.



Mineworkers at the start of the NUM strike in Welkom this week

Picture AFRAPIX

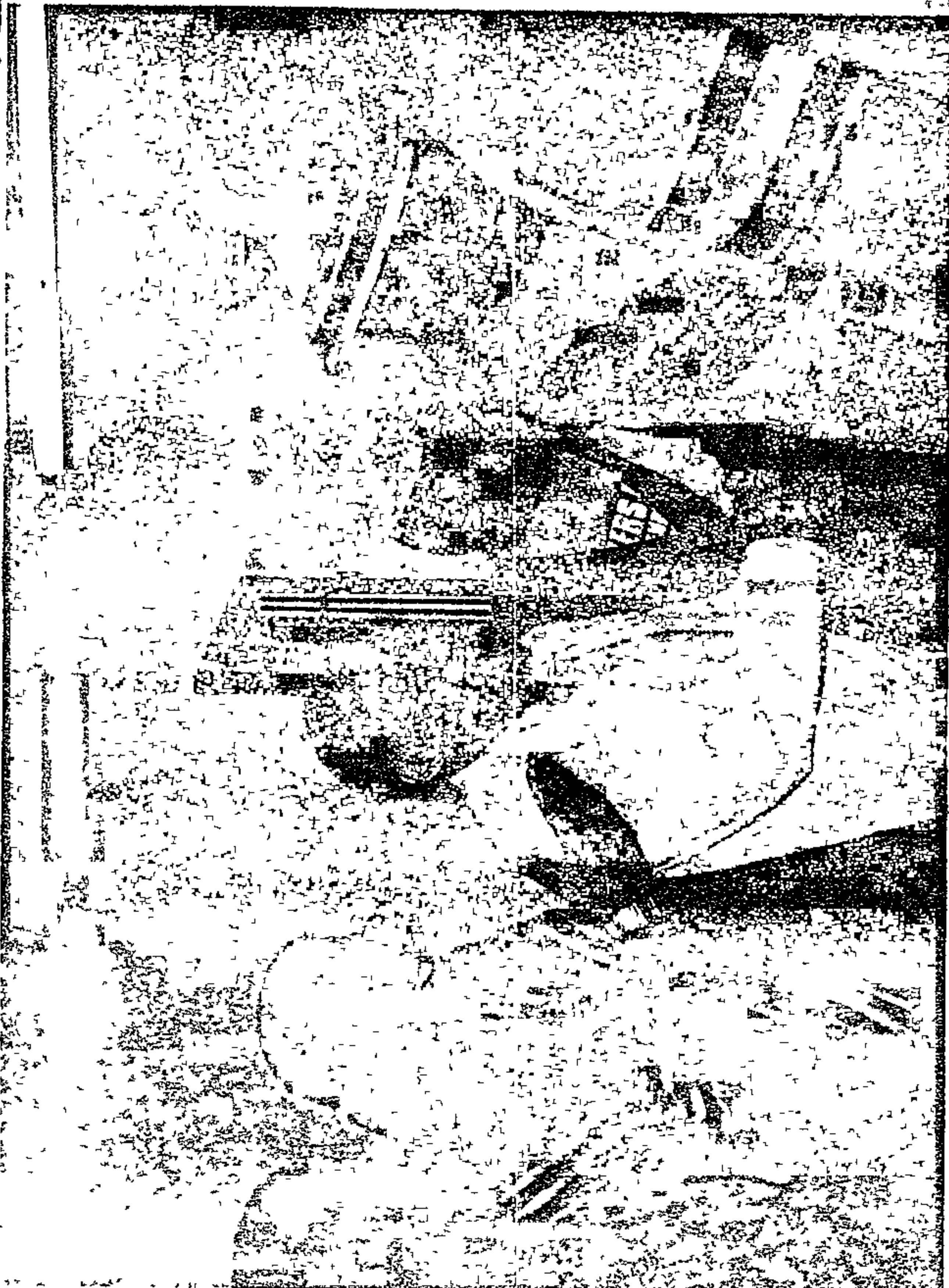
NUMBERS BIG AND TIGHT

TOPS
FOR VALUE
 The Chamber's Press
 with all the best
 you can get
 the best press first
 Weekend: White
 our facilities are
 working hard
 press given to all
 City Press
 makes the best work
 the heavy work
 and press that
 City Press
 work.

TO BRIBER

2/13

MOVEMENT MIDNIGHT



Coast's president, Elijah Baray (centre), meets striking NUM members in a show of solidarity.

THE CHAMBER

WEDNESDAY night's flat "no" by NUM strikers to bottomline offers by the Chamber of Mines after Tuesday's three-hour meeting between the two muscle-flexing forces, has dashed hopes of an early settlement of the miners' strike and set the dispute almost back to square one.

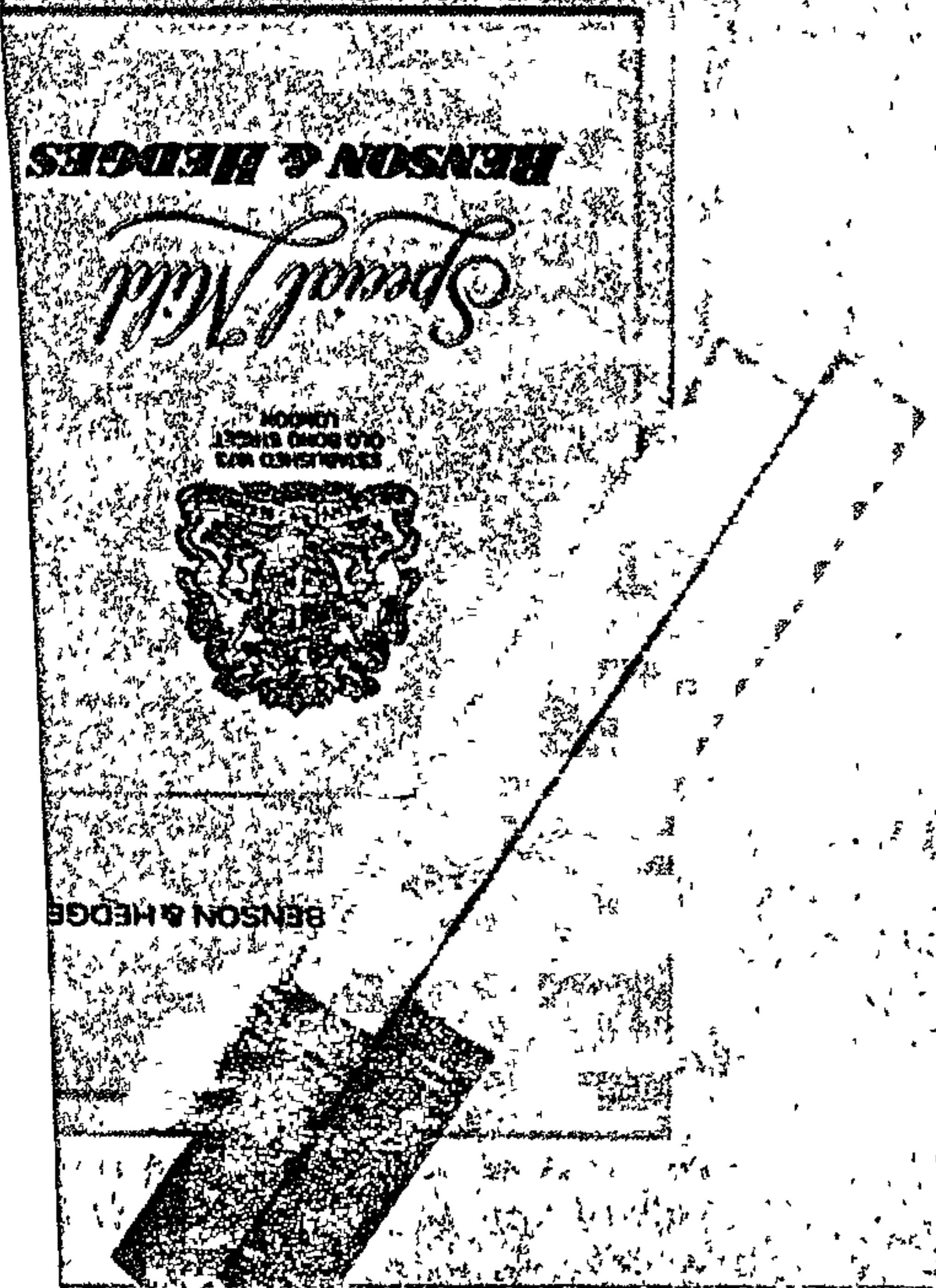
C.P. Co
REV NIOLA

"Our representative of Mines offer,"
 did not even say NUM's general
 find it necessary to secretary, Cyril Ra-
 consider the Cham-
 maphosa

The Chamber's offer, after its refusal to budge on wage increases - the core of the 18-day labour strike - was to increase the compensation of its death benefit scheme and raise holiday leave allowances. The Chamber's refusal to discuss wages this week was in line with its announcement that it would stand firm on its offer of a 17-23 percent increase, which NUM has rejected.



STAY WITH US



MORE MILD

The Chamber's offer, after its refusal to budge on wage increases - the core of the 18-day labour strike - was to increase the compensation of its death benefit scheme and raise holiday leave allowances.

The Chamber's refusal to discuss wages this week was in line with its announcement that it would stand firm on its offer of a 17-23 percent increase, which NUM has rejected.

Announcing the unanimous decision not to return to work, Ramaphosa said his union had noted with regret that, while it had done all in its power to resolve the deadlock, there had been no apparent willingness on the part of the mines to reach a settlement.

Instead, he said, there was clear evidence that the mines, with the South African police, were resorting to violent methods to crush the strike.

Referring to steps taken by NUM to break the deadlock, Ramaphosa said the union had reduced its 30 percent pay increase demand to 27 percent.

Ramaphosa said violence on the mines had increased, rapidly since the strike began about three weeks ago.

And while he was addressing the Press conference, Ramaphosa announced that NUM had just received a message that mine security police had attacked striking miners at Western Deep Levels and that one miner had been killed.

So far, he said, six striking miners had died while several others had been injured in the escalating wave of violence.

Ramaphosa said, despite this week's failure by NUM and the Chamber of Mines to reach a compromise, his union's door would remain open for talks should the mines wish for further negotiations or agree to refer the matter for mediation.

Meanwhile, Ramaphosa said, Cosatu, NUM's mother body, had met to consider current developments in the deadlock.

THE Congress of South African Trade Unions and its affiliates yesterday resolved to support the National Union of Mineworkers against the Chamber of Mines, in their strike for a "living wage"

This decision was taken at a special Cosatu "Living Wage" conference involving the executive committees of all affiliates who met to assess the progress of the National Union of Mineworkers' (NUM) strike

At a Press conference in Johannesburg yesterday, Cosatu's general secretary, Mr Jay Naidoo, said the affiliates strongly felt that such solidarity was needed; not only to defend the mineworkers, but to defend all workers fighting for a living wage

Rejected

The resolution by Cosatu and its affiliates comes after the NUM rejected a revised Chamber of Mines offer and elected to continue the national strike.

The mineworkers' strike marks the high point of Cosatu's Living Wage Campaign, launched in March this year

Mr Naidoo said their affiliates had resolved to make direct contact with heads of states as well as national trade union centres in neighbouring countries to enlist their active support in preventing the recruitment of scab labour

He said they will approach the International Labour Organisation and the United Nations to report on the mineworkers' strike and the general attack on the labour movement

They will also discuss the sale of South African gold and coal with international solidarity groups, and set up

By JOSHUA RABOROKO

regional solidarity committees to co-ordinate actions

"We view the Chamber's attack on the NUM as an attack on the entire progressive labour movement led by Cosatu," Mr Naidoo said

A spokesman for the Chamber of Mines, Mr Peter Bunkell, said he was "gravely disappointed" at the NUM's evident failure or neglect to lead its members towards acceptance of the revised offer and the termination of the strike

Mr Bunkell said the decision conveyed to the chamber was in stark contrast to the spirit in which negotiations with the union had been conducted

"All the ingredients were in place for a satisfactory and honourable settlement of the strike which, after two-and-a-half weeks, has never had the support of the more than 40 percent of the workforce

He said it was abundantly clear, before and during this week's negotiations, that improvements offered would not include further wage increases

'COSATU TO DEFEND' MINERS

SOWETAN, Friday, August 28, 1987

Page 3

NUM elects to continue strike

213

THE strike by the NUM is to continue.

The NUM informed the Chamber of Mines about 9.40 last night that it "regrettably" could not accept the Chamber's offer, made on Tuesday, because it did not address wages and other key issues.

The union said it was prepared to continue negotiations aimed at resolving the dispute.

The offer comprised improved holiday pay and death benefits. An industry spokesman said taking into account higher employer subscriptions on the latter, the offer represented an additional 1.7% on the total wage bill.

However, the chamber refused to make any advance on the 15% to 23.4% wage offer, and turned down NUM requests to add the additional amount on to wages instead.

Anglo American yesterday extended its Wednesday dismissal deadline to 23,500 striking gold and coal miners.

HAMISH McINDOE
and ALAN FINE

pending the outcome of last night's vote on the chamber's improved fringe benefits offer.

Between 210 000 and 330 000 mineworkers on more than 50 strike-hit mines voted by a show of hands whether to return to work.

Anglo spokesman Paul Clothier said workers at two shafts, who had returned to work Tuesday, had rejoined the strike "in contravention of an agreement with the NUM". Clothier would not name the strike-hit shafts.

A NUM spokesman said workers at Western Holdings' No 2 and 3 shafts were affected. However, Anglo's dismissal deadline to 7 000 gold miners at those shafts had been extended until after the vote.

It is not clear whether workers al-

● To Page 2



NUM strike looks likely to continue

ready fired for defying dismissal deadlines will be reinstated if the strikers accept the chamber's offer.

Chamber spokesman Peter Bunkell said no provision had been made for a second round of talks with the NUM should the strikers vote to continue the dispute. He said "That's a bridge we will have to cross later."

Six miners have been killed and more

than 300 injured in mine violence since the strike started on August 9.

In a separate development, Anglo has given strikers at its Ergo gold processing plant near Springs until tomorrow to return to work or face dismissal. The Ergo strike started on August 12.

27/8/87 213

● From Page 1

44'90
26/5/83
50

Miners to make decision on strike

Striking miners are to decide today whether to end the costliest and longest mine strike in South African history

Between 210 000 and 340 000 members of the National Union of Mineworkers (NUM) at scores of coal and gold mines in the Transvaal and the Free State are being asked by their union if they accept a revised offer from mining houses

At the same time, Anglo American said it had extended return-to-work deadlines to strikers at all affected group mines

Speaking after last night's negotiations with the Chamber of Mines, NUM general secretary Mr Cyril Ramaphosa said "If our members reject the offer, the strike continues. If they accept it, the strike will be over"

An Anglo spokesman said all deadlines for strikers to return had been extended pending the NUM's decision after its meeting with members

The spokesman said, however, that workers at two unspecified shafts had come out again after returning to work yesterday in

terms of an agreement between Anglo and the NUM

During talks at its headquarters yesterday, the Chamber of Mines offered an increase in the death benefit scheme from two years to four years' remuneration. The NUM originally demanded that it be increased to five years' remuneration

In addition, the Chamber offered to increase holiday leave allowance by 10 percent. These allowances were not part of the original dispute

Mr Johann Liebenberg, industrial relations adviser to the Chamber, said the union had agreed to tell the Chamber by 9 pm today of its members' acceptance or rejection of the offers

At a Press conference last night, Mr Ramaphosa said "The Chamber refused to make any offer on wages, on June 16, and on danger pay"

He said the union would only advise members how to respond to the offers if this was requested

FIRST TIME

It was the first time the parties had met since the strike began over two weeks ago

Mr Ramaphosa said the talks would continue but no date had yet been set for the next round

At least 500 chanting and singing miners bearing placards gathered outside the Chamber's building and held a peaceful demonstration in pouring rain while talks were in progress

Riot police armed with quirts and teargas, mine security personnel and Johannesburg municipal personnel were standing by as the miners filled the open square in front of the Chamber

Throughout the demonstration, police maintained a low profile, while NUM lawyers arranged for the miners to be bussed out after they were given 25 minutes to disperse shortly after 5 pm

213

~~213~~

26/8/87

SAC

founder and now National Party MP for
Bezuidenhout, is to speak in Parliament

Also, children are usually supportive

Mine clashes expected to increase

NUM walks out on talks with Anglo

Blow 19/8/87
2/3

THE National Union of Mineworkers' (NUM) leadership yesterday walked out of the second round of talks with Anglo American aimed at stopping violence on strike-bound mines.

The NUM had accused police of injuring 15 miners at Anglo's President Steyn gold mine near Welkom.

And, as attitudes hardened in the 10-day-old strike, NUM general secretary Cyril Ramaphosa said last night strike ballots would be held shortly on diamond mines.



● RAMAPHOSA

Ramaphosa also predicted the level of mine clashes with security men would rise sharply and he accused Anglo of "trying to smash the union's struggle to achieve a living wage".

Both sides failed in an hour of talks to agree on how to end mine violence which has left about 300 mineworkers injured since August 9.

Willingness to continue talks was expressed by Anglo and the NUM.

Ramaphosa said the NUM left the meeting after hearing that 15 President Steyn strikers, waiting for buses at the

HAMISH McINDOE

mine entrance, had been injured by police firing rubber bullets and wielding sjamboks

Several of the injured were in hospital after being hit by rubber bullets. The police could not be reached to confirm the incident.

Earlier, Anglo's chief spokesman Bobby Godsell said the NUM was urged to accept joint review boards — at national or local level — to deal with a range of union proposals tabled at Tuesday's meeting

Describing the walkout as an "abrupt termination of negotiations", Godsell said Anglo was not responsible for the violence which had rocked several mines since the strike started.

Ramaphosa said Anglo had agreed to only one of six NUM proposals — to demobilise mine security. He also said Anglo's proposals were "not sufficient to restore mines to a non-violent situation".

Anglo's rejection of the NUM's proposals for the withdrawal of police charges against strikers and for compensation for workers injured in clashes deepened the split.

Chamber of Mines statisticians yesterday reached what they considered to be

● To Page 2



NUM walks out on talks

an accurate figure of the daily cost of the strike. But chamber spokesman Peter Bunkell said "It would be nonsensical to disclose such strategic information at this stage."

The chamber has rejected as inflated the Labour Monitoring Group (LMG) estimate that mining houses had lost R93m in the strike's first eight days.

And this was echoed yesterday by a reliable mining source who put the figure at R75m

Commodity brokers believe at least four more strike days are needed to realise a significantly higher gold price

Holcom Futures director Charles Johnstone said "Traders are used to SA's gold mining strikes being short-lived. The action would have to last at least two weeks before we would see significant rises in the gold price."

Johnstone said conditions to breach the \$500/oz gold price barrier would be a long strike, a renewed flare-up in the Gulf and a sharp drop in Wall Street shares — now performing strongly.

A top Johannesburg stockbroker believed the strike would not start to affect

the supply of gold on world markets unless all the country's gold mines were brought to a standstill for three months

In other developments yesterday, Anglo American extended the deadlines until today for strikers to return to work or face dismissal at its Amcoal Landau colliery and the No 6 shaft at Vaal Reefs gold mine.

Amcoal told its shareholders last week the colliery would be closed next March — a deadline that could be brought forward to today if the strikers did not heed Anglo's ultimatum to return to work.

Gencor said attendance at its gold mines continued to improve during the past two days. It said nearly 90% of the workforce at the Bracken gold mine near Evander was back at work, and at neighbouring Leslie gold mine about 70% had reported for duty.

However, Ramaphosa said the Bracken workers had staged an underground sit-in and he was confident the Leslie workers were on strike.

← From Page 1

23



Cosatu set to enter NUM arena



Striking Randfontein mineworkers heed NUM's "operation exodus" call

JOHANNESBURG. — The giant Congress of South African Trade Unions (Cosatu) is set to enter the national mineworkers dispute by implementing "solidarity action".

Cosatu's regional structures will meet in Johannesburg this weekend to discuss support for the more than 300 000 mineworkers who downed tools last week over a wage dispute.

Already two regions, Southern Transvaal and Natal, have indicated their support for solidarity action with the miners. The union reported to be most prominent in support for the miners is the South African

Railways and Harbour Workers' Union (SARWHU), which only recently emerged from a crippling strike which cost the State millions of rands.

The National Union of Mineworkers (NUM) is Cosatu's largest affiliate.

The mining houses, which are losing between R17 million and R30m daily, have dramatically stepped up their "get tough" stance on the strike.

Mine security officials at Braken gold mine have apparently teargassed workers in their hostels to force them back to work, according to NUM officials.

Union organiser, Tsidiso Mochupi said the miners went

down the shafts but staged a sit-in protest strike at the rock face and refused to work.

In reaction, mine managers cut off all communications with miners at Braken.

Mochupi denied that the majority of the miners at Braken returned to work.

The assistant general secretary of NUM, Mr Marcel Golding, said mine officials at Randfontein Estates gold mine cut off food and water supplies to workers in the mine hostels "in a bid to starve them back to work".

He accused mine owners of breaking earlier assurances that they would not cut off supplies to the miners, most of whom lived in company hostels cut off

from union officials and by armed mine security guards.

At Vaal Reefs, the biggest mine in the world, more than 2 000 miners reportedly began to leave the mine rather than meet an ultimatum to return to work by 2pm on Tuesday.

At the start of the strike, NUM warned that attempts to break the strike, the biggest in South African history, would be met with "operation exodus" by which miners would simply pack up and disperse to their homes throughout Southern Africa.

Such an action, he warned, would extend the strike at least two weeks beyond any settlement.

This week's developments follow the breakdown of talks between the union and the major mining group, Anglo American, to limit violence during the strike.

Meanwhile, saboteurs cut a major water supply line to the Ergo uranium and gold plant east of Johannesburg.

In a separate development earlier in the week, chemical workers at the government-run Sasol plant at Secunda were attacked for a second time by pro-government black vigilantes and abandoned their planned solidarity strike with the miners.

One worker was killed — *Own Correspondent and Agenda Press Services*

New hope for mine strike to end soon

JOHANNESBURG — The 16-day-old national mineworkers' strike could soon be over if 340 000 striking miners today accept the Chamber of Mines offer made at talks between the two parties yesterday, the NUM said last night.

Addressing a press conference after the first talks with the chamber since the strike started, the NUM's general secretary, Mr Cyril Ramaphosa, described dealing with the chamber as similar to "dealing with President P. W. Botha".

He said the chamber had indicated that "they wanted a settlement".

"We sensed that the strike is biting into their coffers and that they want to end it."

Mr. Ramaphosa said the chamber had refused to negotiate wages and June 16 as a paid holiday, but had presented two proposals concerning working conditions.

The chamber offered to increase the death benefit scheme — compensation paid to beneficiaries of deceased miners — from two years to four years. The NUM's original demand was an increase to five years.

The chamber also offered to increase holiday leave allowance by 10 per cent.

Mr Ramaphosa said the negotiating team would take the offer to its membership on all mines today and inform the chamber of their decision by 9 pm today.

He added that the chamber had agreed to allow meetings to be held on striking mines for workers to consider

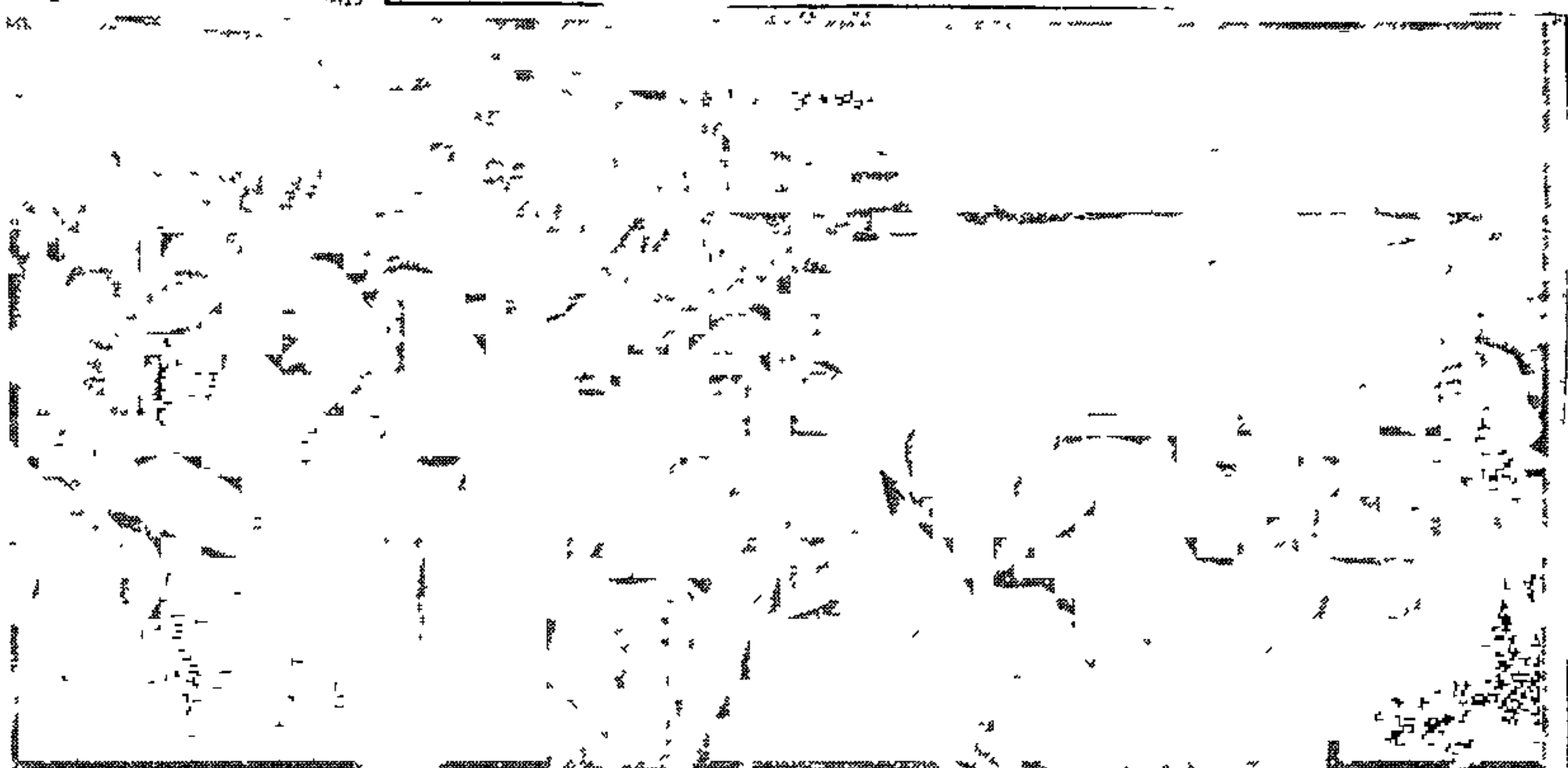
the offer on their own "and reject it or accept it".

Mr Ramaphosa said the NUM had a recommendation for its members, "but we are a democratic union involved in the most serious strike ever in the mining industry," and the negotiating team would report to the NUM membership to reject or accept the offer.

"If our members reject the offer, the strike continues. If they accept it, the strike is over," Mr Ramaphosa said.

He said the issue of danger pay for black workers and the issue of holiday leave were not negotiated yesterday.

The chamber's industrial relations adviser, Mr Johann Liebenberg, predicted last night the strike would be over by tomorrow. He added, however, that he was "not a betting man". — Sapa



Striking miners demonstrate outside the Chamber of Mines building in Johannesburg yesterday in support of union representatives engaged in discussion with the chamber

NUM will consider new offer

THE National Union of Mineworkers (NUM) had agreed to refer to its members an improved fringe benefit offer made yesterday by the Chamber of Mines at talks aimed at ending the 16-day-old gold and coal miners' strike, the chamber said last night.

Meanwhile, industrial relations adviser to the chamber Johann Liebenberg predicted on SABC-TV news last night that the strike would be over by tomorrow. But he added he was "not a betting man".

The chamber refused to improve on its original offer of wage increases of 17%-23,4%, but made offers to upgrade fringe benefits which the NUM said it would refer to its members for their serious consideration.

Liebenberg said the union agreed to advise the chamber by 9pm tonight of its members' acceptance or rejection of the offers.

"The union was advised that if the offers were rejected, they would be withdrawn," Liebenberg said.

He added the chamber had agreed to improve the death benefit scheme and the holiday leave allowance.

□ The employers' share of contributions to the death benefit scheme to be increased from 55c per R100 of earnings to R1,40 per R100 of earnings, with the employees' share of contributions rising from 45c per R100 of earnings to R1.

"This increased contribution will make it possible for the death benefit to increase from 24 times monthly earnings to 48 times monthly earnings," he said.

□ Regarding the holiday leave allowance, the chamber had offered to

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NUM to consider benefits offer

increase by 10 percentage points the allowance payable to employees who went on leave, provided no employee received more than 100% of his monthly rate of pay.

Liebenberg said a cordial and professional attitude prevailed during the talks, which began at 2pm and lasted nearly four hours.

Several busloads of NUM supporters, who travelled in from the mines to lend support to the union, sang and chanted outside the chamber building during the negotiations.

← ● From Page 1

There were no incidents and the last of the mineworkers had left by 6 30pm.

Earlier yesterday, in Bloemfontein, the Supreme Court dismissed with costs an application by the NUM against Free State Saaiplaas Gold Mine.

In its application seeking an interdict against management officials at Free State Saaiplaas, NUM alleged its members had been assaulted and intimidated by management officials — Sapa

We were forced down, claim miners on strike below ground

By SEFAKO NYAKA

THE president of the National Union of Mineworkers, James Motlatsi, yesterday alleged mineworkers who were staging an underground sit-in at the Western Deep Level's No 3 shaft were forced down the shaft at gunpoint by mine security on Wednesday night.

"Several people were injured when mine security fired rubber bullets and teargas to force the workers down the shaft," Motlatsi said.

Anglo representative John Kingsley-Jones confirmed the workers were continuing their sit-in but denied they had been forced down the shaft at gunpoint.

He said Anglo's policy has always been to allow workers who want to go on shift to do so. Those who refused to work were expected to do so peacefully.

In a statement, Anglo said only 3 000 workers were involved in the sit-in.

Motlatsi said last night several workers who were injured in the alleged mine security action were on the way to NUM head office for medical treatment.

He said he had been informed by mine management that the workers have vowed to continue their sit-in until he is allowed down the shaft to address them.

He said he could not confirm that information, and had also received information that his life "might be at stake if I venture anywhere near the mine."

He had not been party to the alleged decision to force the workers to go underground and getting the workers out of the shaft would only be in management's interest, he said.

"There is no guarantee that the workers will not be further assaulted if they come on surface."

According to the NUM the workers were locked out last Friday and given until Monday this week to return to work or face dismissal.

This week Anglo started paying out some of the workers but did not involve the union in negotiations on the payout.

The NUM yesterday expressed concern that the workers involved in the sit-in have no food.

Meanwhile, the Congress of



Dismissed from his job, a striker leaves Western Holdings gold mine, his belongings fitting neatly onto his head

Picture: TREVOR SAMSON, AFP

South African Trade Unions is expected to mount a campaign to force the Chamber of Mines back to the negotiating table with NUM, Cosatu's biggest affiliate.

Cosatu's actions in supporting the strike are likely to include a national solidarity strike, a national stayaway and "blacking action", which amounts to a ref-

usal by Cosatu-affiliated unions to handle any products destined for the mines.

The South African Railways and Harbours Workers Union and the Transport and General Workers Union handle the bulk of the raw and finished product

●To PAGE 2

Strikes cost 5.5m working days

Own Correspondent

JOHANNESBURG — More than 5.5 million working days have been lost through strikes so far this year — dwarfing the total of 1.3 million working days lost through industrial action for the whole of last year.

Government statistics drawn up before the start of the gold and coal miners' strike — the largest strike in South African history — show that about one million working days were lost in the six months to June. Industrial relations experts estimate the miners' strike and other disputes during July and August have caused a loss of at least 4.5 million more working days.

Assocom's manpower secretary, Mr Vincent Brett, says the wave of strikes is illogical, given high unemployment and the depressed economy.

"This strongly suggests that the emerging trade unions are starting to flex their muscles in a trial of strength with employers," he says. He makes clear the outcome of the miners' strike will be crucial in determining whether the pace of strikes

will continue at such a rapid rate

From a political standpoint, says an economist, it would suit militant labour and the overseas anti-South Africa lobby to see an unsettled labour front.

A spokesman for the Labour Monitoring Group says the stage has now been set for a year of industrial conflict. "Employers are taking an increasingly harder line on the unions — specially their political demands," he says.

The first quarter of 1987 was dominated by the widespread SATS and lengthy OK Bazaars strikes.

A labour survey shows the food industry accounted for 18% of all strikes in the six months to June, with mining 17%, chemicals 15%, metals 9%, public sector 7% and the balance spread through other industries.

Wages caused 30% of strikes and disciplinary action 24%, the survey says.

Over the past two months the food sector had the greatest number of strikes, followed by the public sector and the metal industry. Mining strikes involved the most

workers, followed by the public sector.

Institute of Industrial Relations' figures show more than 30% of industrial actions were settled through dismissals. Return-to-work ultimatums and negotiated compromises accounted for about 20% each.

Worker demands, however, were met in fewer than 10% of cases, while more than 10% of strikes were not resolved.

● A leading financial commentator in the London Sunday Telegraph, Robert Tyerman, said yesterday the black miners had had a glimpse of their potential strength. "This strike has well and truly signalled the end of the old days in the mines of South Africa," he said.

He cites one "old timer" investor as saying. "The mine manager used to be supreme. Now Anglo has put in all these personnel experts with PhDs and the old relationships have completely broken down."

The mines were always the place in which to hit the government. It was amazing it had not been done before.

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NUM WAS A LESSON FOR BOTH PARTIES

Press 6/9/87

213

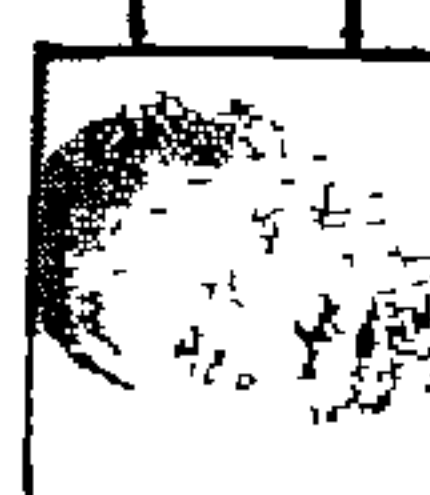
THE three-week National Union of Mineworkers strike is now history, an event that will certainly stand out as a milestone in the history of the South African black labour movement.

The strike, the longest, costliest and biggest of its kind in South Africa, began on a turbulent note with each side — the NUM and the Chamber of Mines — vowing not to budge an inch from their stated positions.

Among other things, the NUM demanded an across-the-board pay increase of 30 percent for its 360 000 members and recognition of June 16 as a paid holiday. To these demands the chamber registered an unqualified "No!"

And that set the stage for the labour showdown of the century between the two giants.

Acting from a position of enormous financial strength, the chamber — which is South Africa's biggest foreign money earner — seemed to have relied heavily on the hope or belief that the sheer force of — and butter.



REV NTOULA

politics would wear the strikers out and compel them to return, cap-in-hand, asking for re-employment.

Another factor which could have influenced the mining magnates to stand firm on their rejection of the workers' demands appears to have been the current high rate of unemployment — particularly in the homelands and neighbouring black states from which the bulk of the mine labour force is recruited.

It would also have been tempting for the mine officials to grossly underestimate the ability of the workers' leadership's assessment of the strike's repercussions and their negotiation skills.

It would not be too far fetched to speculate that once more, the chamber bosses would have been tempted to resort to thinking that these

blacks do not know what they want.

It is easy to be obsessed with the idle thought that, after all, the workers were better paid than their predecessors, and that the miners were in the same pay bracket as the average unskilled black workers.

The workers, however, seemed determined to hold out, regardless of the duration and consequences of the strike. The driving force appeared to have been a deep feeling of being exploited, especially as they were largely responsible for the extraction of the country's single most important precious exports — gold and coal.

The workers seemed to have banked heavily on the knowledge that external forces concerned with the economy of the country's mining industry could not afford to have

the strike drag on for too long.

As NUM secretary Cyril Ramaphosa pointed out at the onset of the strike, that it would take up to three months for the mines to replace the strikers from the point of recruitment to the point of engaging recruits in production.

It was doubtful, though, that the mines would prefer sticking to their guns by totally rejecting the demands and preferring instead to fire the workers. That would have been too expensive. It would simply have run into hundreds of millions of rands in lost production.

A feature of the initial stage of the strike was the vast distance which divided the two sides as they flexed their muscles, each vowing to last the distance. There appeared to be no middle course.

With time, however, NUM appeared to be pulling up points locally as it repeatedly stated that all its members wanted was a living wage.

Another factor which earned the union admiration was its diplomatic approach to the deadlock. It always declared itself open to further negotiations. The NUM's modification of its original for a 30 percent across-the-board increase to 27 percent further earned it respect and sympathy from observers and other interested parties.

An apparent high-handed "no-nonsense" approach on the part of the mining houses seemed to have had the effect of turning the chamber into the guilty party. Allegations of mine security brutality and the involvement of

the South African police in the strike also reflected negatively on the chamber.

The NUM received no fewer than 100 messages of support while, as far as could be established, none were received by the chamber. This support for NUM had a moralising effect on the strikers.

The dividing distance between the NUM and the chamber, which seemed to have widened in the first two weeks, appeared to narrow down as the strike entered its third week. This was shortly after the strikers had unconditionally rejected a chamber's offer

NUM general secretary Cyril Ramaphosa ... now is the time for reflection.

which did not adequately address their demands.

Hopes were high as the Anglo-American Corporation — thought to be the most enlightened of the mining houses as well as the most affected by the strike — took the lead in negotiating with the NUM.

Reports from the shop-floor and the mines are that the situation is almost back to normal. Although it was not yet known on what terms the NUM strikers had returned to work at the time of going to Press, indications are that, whether to a bigger or smaller extent, the workers' lot has improved as a

direct result of the strike. Neither party has claimed victory over the other so far.

The NUM strike came, and it is gone. But its impact and magnitude, economically and politically, will not be easily forgotten. The strike must have taught both the bosses and the workers a lesson — that they need each other as co-partners in the production process and in other spheres of the economy.

Gone are the days when employers virtually owned all the factors of production, including labour. Bargaining seems now to be the underlying determinant.

The Star

(23)

No real winners in this costly strike

BOTH SIDES have wounds to lick after the miners' strike. The NUM can claim it called the biggest strike in the country's history, but in the end the gains were modest.

Workers lost more than R5 million a day in wages and 40 000 men lost their jobs. Saddest of all, at least nine men died, 500 were injured and 400 detained. The mining industry lost an estimated R250 million, though the Chamber of Mines is not willing to divulge or confirm any figures.

One hopes both parties learned something of value to their future relationship. It would be comforting to know that each side had learned enough about the other to go to next year's wage talks with additional mutual respect. It would be even better if this respect led to a negotiated settlement without the need for a strike.

The chamber has learned that an NUM strike can be more than a two-day wonder. The union showed it had the maturity, strength and skill to

co-ordinate widespread industrial action. In turn, it found that Chamber members could stand together despite divergent levels of unionisation on their mines and rather different management styles. The NUM also learned that employers could set the limits of negotiation and stick to them.

There is tremendous bitterness left in the wake of a strike of this size. To prevent a further spread of tension it is vital that any disagreement on the future of dismissed miners be clarified as soon as possible. Everything should be done to ease the strained relations between management and workers in the weeks ahead.

In these circumstances it is disturbing to hear NUM general secretary Cyril Ramaphosa say that this year's strike was just a "dress rehearsal" for 1988. His statement may have been spontaneous bravado but it borders on the sinister and hints at bad faith. If this year's costly strike was the dress rehearsal do we want to see the real show?

BUSINESS

ECONOMY

SA gold miners' strike: Time to count the cost

2/3

By DEREK TOMMEY
Finance Editor

NOW that the gold miners' strike has ended, attempts will be made to count the cost. However, we will have to wait another six weeks until the publication of the September gold mining quarterlies to gauge fully what the miners' strike has done to the industry profits.

But judging from the behaviour of the gold price during the past three weeks — and from the movement of gold shares — the losses to the industry should not have been that great.

One would have thought that a strike which threatened to stop half the world's gold production flowing to the market would have had a dramatic effect on the gold price.

But after reaching a peak of \$463,40 an ounce on the third day of the strike, the gold price started to drift downwards, reaching \$453,40 last Friday and \$451,25 early today.

The downward trend in the gold price suggests that there has been little or no disruption in the flow of gold to the market.

One reason is that there would have been a considerable amount of gold in the pipeline, so it would have been a little while before a shortage developed.

Another is that most of the mines stockpiled ore to keep the mills going even should underground activities come to a halt. One wonders, in fact, whether this stockpiling did not play an important part in the

disappointing quarterly figures reported in July by a number of gold mines.

However, probably the main reason why the strike had little effect on the gold price is that it was only a partial strike. According to the Chamber of Mines, only about 230 000 of the industry's 500 000 or so workforce struck initially. Obviously enough miners remained at work to keep the industry operating and producing gold.

The gold share price index also indicates that investors also have not expected the strike to have much effect in the long term on the industry.

On the Friday before the strike began the JSE gold share index was 2339. Last Friday it was 2325, to show a drop of just under 2 percent for the

three-week period. This is insignificant for a market that can move five or six percent in a day.

But the strike, nonetheless, had some impact on the economy. The uncertainty it generated probably helped to push down the rand to below 48 US cents. But it had recovered to above 49 US cents on Friday on expectations of the strike ending, and now could rise even further.

The strike also probably caused some weakening in confidence and the temporary postponement of plans, especially on the Reef. But with the strike now having ended in the peaceful way it has, one can expect any reduction in business confidence to be quickly restored.

COMPANIES

Up to 340 000 miners out

Chamber: no plans to resolve strike

218
Blouwys
11/8/87

THE Chamber of Mines last night said it had no plans to initiate negotiations to resolve the strike by 220 000 to 340 000 black miners which began on Sunday night.

National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa said yesterday the union had previously made "all the approaches a reasonable union could make" and it was now up to the chamber to contact the NUM.

The chamber spokesman said, however, it had no intention of responding to that statement. "We have already made our position clear," he said, referring to a chamber communiqué last week that no further wage offer would be made. Share prices yesterday did not react to the strike.

The chamber and the NUM have made widely varying claims on the size of the strike. Ramaphosa said 340 000 workers at 44 mines, of which 26 were gold, were involved in the strike.

ALAN FINE

The chamber's labour relations adviser, Johann Liebenberg, put the figure at 220 000 to 230 000 — about 40% of the black workforce. He said 16 out of 44 gold mines and 13 out of 55 collieries were "significantly affected". Another two gold mines were partially affected.

The chamber said despite sporadic incidents of violence, relative calm had prevailed on the affected mines.

Anglo said there had been three serious incidents of violence against employees who wished to continue working, one resulting in six workers being injured.

Ramaphosa, who flew by helicopter over West Rand and western Transvaal mines yesterday morning, said strikers were conducting themselves in a dignified and disciplined manner. He said the was grateful members were abiding by the strike rules laid down by union leadership.

Ramaphosa, said, though, this was

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No plans to resolve strike

● From Page 1

marred by incidents at Harmony, Kloof and Kinross gold mines where mine security tried to force miners underground. Rand Mines, Gold Fields and Gencor spokesmen denied that such incidents had occurred.

Ramaphosa said nine union members and officials had been arrested, most in the western Transvaal. Union offices at Klerksdorp and Westonaria had been raided and the Carletonville office was cordoned off by police yesterday evening.

A police spokesman denied there had been any police operations related to the strike.

Ramaphosa said committees at each mine were deciding whether workers should return home during the strike. The union had arranged with bus and taxi companies that transport would be available if necessary.

He said decisions would depend on management undertakings being given on security and catering arrangements. He said two Anglo mines, Western Deep Levels and Elandsrand, had undertaken not to involve mine security and police in the strike. Workers there would remain in their hostels.

He also said he believed mines were legally obliged to feed employees free of charge, as a lawful strike was a valid reason to absent oneself from work.

Anglo American said yesterday there was extensive strike action at its gold mines and significant participation at Amcoal collieries, particularly in the Witbank area.

However, the group refused to give a total figure or a mine-by-mine breakdown. It employs nearly 200 000 miners in the two sectors.

Gencor said 35 000 out of 79 000 gold mine employees were involved, mostly on the East Rand and in the Eyander area. Gold mines significantly affected included Bracken, Grootvlei, Kinross, Leshe, Marévale and St Helena.

A company spokesman said about 4 500 out of 13 000 Gencor coalminers were out, most at Matla, Blankpan and Optimum.

JCI said all except 300 of the about 14 000 employees at Randfontein Estates were out. Other group mines were operating normally.

It said about 400 workers at Anglovaal's Lorraine mine joined the strike yesterday.

Hand Mines gold mines were unaffected, but underground miners at the Douglas Colliery complex were participating.

Gold Fields said its mines were unaffected.

Set for

biggest

SA strike

CAPT TAVIS

10/1/87

213

JOHANNESBURG. — The situation on most South African gold and coal mines was "quiet but tense" last night as the National Union of Mineworkers (NUM) launched what could become the country's largest nationwide strike.

Late shift workers began stoppages — which threaten to disrupt South Africa's crucial R100-million-a-day mining industry that accounts for 70% of the country's foreign earnings — in the face of a government threat to clamp down on militant labour unions.

As the showdown over a wage dispute got underway early indications were of strong worker support for the strike at Anglo American and the Witbank coalfields but management reported a mixed response elsewhere.

A NUM spokesman estimated at least 45 000 workers were on strike last night. In all, up to 200 000 NUM members on 28 gold mines and 18 collieries could take action.

Gencor, where the NUM is strongly represented, reported poor attendance at East Rand and Evander gold mines. Overall, though, the majority of nightshift employees had reported for work, said a spokesman.

News from JCI was incomplete. Gold Fields and Rand Mines reported night shift at their mines began work as normal.

Locked gates

Anglo American spokesman Mr Bobby Godsell reported two incidents. At Western Deep Levels NUM members had taken over kitchen operations. This was apparently a reaction to a management statement that workers would be charged for food during the strike.

At another mine, he said, strikers locked the gates to prevent others going to work.

Amcoal and Lonhro said they would begin monitoring the strike only this morning.

The Gencor spokesman denied union allegations that workers at Bracken were forced to go underground by security guards. He confirmed an NUM claim that Buffelsfontein

employees had been arrested, but that this had occurred adjacent to mine property.

The NUM said that five had been arrested at that mine and another three at Vaal Reefs.

An Anglovaal spokesman confirmed NUM allegations that a worker was shot at the Lorraine gold mine. He said mine security had fired three shots in an attempt to disperse an "unruly and very excited" crowd.

Both mine and union officials said they would have a clear picture of the strike situation only later on.

The strike was called after wage talks broke down last month between the NUM and the Chamber of Mines.

Hoax pamphlets

The chamber implemented hikes of 17% to 23%, taking the average black wage to R506 a month. The NUM is holding out for a 30% increase and other benefits.

Chamber negotiator Mr Johan Liebenberg said on Friday he expected the strike to last between two and five days, but he warned that employers might begin mass dismissals if it continued after that.

A NUM spokesman said last night hoax pamphlets had been distributed on NUM stationery informing workers that the union had "decided not to go ahead with the proposed strike."

Management spokesmen have denied any connection with the letters.

On Friday the NUM told the miners to go home and to wait until the strike was over. It said arrangements had been made to transport the workers but would not elaborate.

Dozens of miners died in clashes with security forces during smaller strikes in 1984 and 1985. Both stoppages were called off within 48 hours.

On Friday the Minister of Manpower, Mr Pietie du Plessis, warned the government was preparing legislation to curb the power of the country's fast-growing unions.

Sources in Parliament said legislation would include financial penalties for unions seen to be pursuing political goals rather than bread-and-butter issues. — Sapa, UPI and Own Correspondents

□ 'The hour has come', page 3

'Go home,' NUM instructs miners

CAP 2/14/87 8/8/87 213

JOHANNESBURG — The National Union of Mineworkers (NUM) instructed its members at more than 20 gold mines yesterday to go home until the end of the wage strike, which begins on Monday, while Anglo American has appealed to the men not to leave the mines

NUM's general secretary, Mr Cyril Ramaphosa, told a Press conference in Johannesburg that the call for the miners to leave was taken to avoid confrontation

Mr Ramaphosa said he expected NUM members at coal mines and migrant workers to follow suit in order "to serve lives"

Over 200 000 miners are expected to take part in the industrial action, on 46 gold and coal mines — the largest legal strike ever organized by the giant union

In a statement last night, the chairman of Anglo American Corporation's Gold and Uranium Division, Mr E P Gush, appealed

to workers to "stay at the mines and at work"

"Management has pledged to take every possible step to prevent violence, in order to allow workers to choose to work or to strike peacefully

"Management has undertaken to provide workers with food and lodging and has merely pointed out that these cannot be provided free to people not at work

"Workers should stay at the mines and at work. Instead of leaving, they should urge the NUM to accept the 1987 wage award. In the past, significant benefits have been achieved through negotiations. The union should continue this process to achieve further benefits for its members in the future. Strikes benefit nobody," said Mr Gush

The union called the strike after employers rejected an across-the-board increase of 30%, offering rises of up to 23,4%

Mr Ramaphosa said the workers would stay away from the mines "as long as it takes, as long

as the strike lasts"

He said there were indications that the chamber was prepared to crush the strike

Mr Ramaphosa also said strike ballots would be conducted on Monday at other unionized mines for solidarity action, in order to cripple the industry

The 35-year-old union leader said affiliates of the Congress of South African Trade Unions had been meeting last night to discuss solidarity action

He said contingency plans had been made for the transportation of the strikers to their homes, but he gave no details

Mr Ramaphosa refuted reports that employers had stockpiled gold to prevent adverse affects to the industry

The exodus of miners begins at midday on Monday.

Asked how the union would feed the strikers during the action, he said it "is something we're not able to disclose in public. We know we'll be able to cope" — Sapa

280 000 out on strike mine union

NR6W 10/8/87

213

The Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) claimed today that 280 000 miners were on strike at gold and coal mines in the Transvaal and Free State.

The start of the national strike came amid union and management allegations of intimidation.

At least seven workers have been reported injured and a number arrested.

A spokesman for Anglo American said that early indications today were that there had been "extensive strike action" at the group's gold mines, with industrial action at the collieries being "significant", particularly in the Witbank area.

NUM claimed today that, in action which began last night, 100 000 workers stayed away in the Free State goldfields, 34 000 in Carletonville, 25 000 in Westonaria, 9 000 in the Witwatersrand, 31 000 in Secunda, 70 000 in Klerksdorp and 20 000 in the Witbank area.

Strike-related incidents alleged by the NUM included

- Pamphlets being distributed in the Klerksdorp area purporting to come from the NUM and calling off the strike
- The arrest of eight workers at mines in the Transvaal
- Raids on union offices in Westonaria and Klerksdorp
- The shooting of a worker at Anglovaal's Lorraine mine in the Free State.

Hit in legs

An Anglovaal spokesman said a miner was hit in the legs when mine security personnel at Lorraine fired rubber bullets to disperse an unruly crowd.

The situation at Lorraine and four other Anglovaal mines was quiet, with the night shift having gone down "as normal".

The assistant general secretary of NUM, Mr Marcel Golding, claimed that workers had been forced underground "at gunpoint" at one shaft at Vaal Reefs.

Mines where workers refused to go down included Anglo American's Western Deep, Deelkraal and Elandsrand mines, and Gencor's Winkelhaak, Kinross and Bracken mines.

According to the Anglo American spokesman, there had been incidents of intimidation at some mines, with violence breaking out between strikers and those wishing to go to work. Six workers had been injured, two of them seriously.

Most at work

Gencor said attendance at its Evander mines was "poor" but that most workers at Gencor mines had reported for work.

Gold Fields reported last night that miners had gone underground as usual but said it was too early to give an accurate indication of attendance.

The Argus Political Staff reports that the Minister of Manpower, Mr Pietie du Plessis, said today that he and his department would not interfere in the strike.

"We never comment on strikes," Mr du Plessis said. "This is a legal strike and it is a question purely for the National Union of Mineworkers and the Chamber of Mines."

"I only hope it is an orderly strike and that there are no disruptions."



VIVA NUM ... Chanting and singing miners leave a meeting addressed by Mr James Mahlatsi, president of the National Union of Mineworkers, at Embalendhle township, East Rand, yesterday.

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'The hour has come' — miners rally

★ Cape Times, Monday,

EMBALENDHLE. — In this dusty, rubbish-strewn township, black miners girded for strike action yesterday with defiant freedom songs, anti-government chants — and a paraphrase of Winston Churchill.

Several thousand gold and coal miners packed into a hall in this community east of Johannesburg, for an 11th-hour strike rally, one of several held across the country as 200 000 workers readied for a stoppage posing serious economic and political challenges to the government.

“Viva ANC,” they chanted, “Rambo will come back,” they sang, stamping and swaying. “The hour has now come,” Mr James Mahlatsi, president of the National Union of Mineworkers (NUM), the union called the strike, said.

“Viva NUM,” the miners chanted back. “They think we are an ant and they are an elephant. But we will show them that an elephant can be killed by an ant,” Mr Mahlatsi continued, brandishing a wooden club to add emphasis to his rhetoric.

He cited Winston Churchill, who rallied the British people in the early days of World War II, and gave a new twist to one of his most famous speeches — “even in the toilets”, he said to laughter.

The main thrust of Mr Mahlatsi's speech was an appeal for unity, knowing well the tribal and political faction fighting that has taken scores of miners' lives in the past year.

“You must identify the enemy. The enemy is the Chamber, it is not yourselves. You must not fight among yourselves,” he said.

As if to underscore that black South Africans are far from united, the speech by Mr Mahlatsi, who is from the Sotho tribe, was repeated by aides in two other languages, Shangaan and Xhosa.

The miners demand a 30% pay increase that they say will begin to close the wages gap with white miners.

“No white miners earn less than R1 500 a month,” coal miner Mr Gwede Mantashe told reporters.

“Our people average R300 to R500.”

Previous miners' strikes have petered out within days. But not this time, said Mr Mahlatsi.

“Even if it takes several months. We will never go back until we get what we want,” he said — Sapa-Renter

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11/8/87

Mines refuse to back down

Dispatch Correspondent on the affected mines

JOHANNESBURG — The Chamber of Mines said last night it had no plans to initiate negotiations to resolve the strike by 220 000 to 340 000 black miners which began on Sunday night

At Kinross gold mine, near Secunda, six people were injured and taken to hospital when about 200 employees returning from work were attacked by about 300 strikers, a mine spokesman claimed

The general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, told a press conference yesterday the union had made "all the approaches a reasonable union would make"

At Vaal Reefs, mine security was forced to use rubber bullets after attacks by striking NUM members, an Anglo American spokesman said

"We have already made our position clear," said a chamber spokesman, referring to last week's chamber communique that no further wage offer would be made

Mr Ramaphosa, who flew by helicopter over West Rand and western Transvaal mines yesterday morning, said strikers were conducting themselves in a dignified manner

The union has demanded a 30 per cent wage increase for all

However, he said, this was marred by incidents at Harmony, near Welkom, Kloof and the Kinross gold mines — where mine security attempted to force miners underground

Share prices did not react to the start of the strike yesterday.

The chamber and the union have made widely varying claims on the size of the strike.

Miners forced underground at Harmony were involved in a sit-in strike, he said

An East Rand gold miner from Transkei prepared to make tracks for home yesterday as the strike by black mineworkers began in earnest. NUM committees were deciding in each region whether strikers would leave mine compounds during the strike.

Mr Ramaphosa said yesterday 340 000 workers at 44 mines, of which 26 are gold, were involved in the strike

A statement by Rand Mines, the company administering Harmony, denied the allegations as "scurrilous" Spokesmen for the other mines also denied the charges

The chamber's labour relations adviser, Mr Johann Liebenberg, put the figure at 220 000 to 230 000 — about 40 per cent of the black workforce.

Mr Ramaphosa said nine union members and officials had been arrested and the union's offices raided, but a police spokesman denied there had been any police operations related to the strike

He said 16 out of 44 gold mines and 13 out of 55 collieries were "significantly affected"

The chamber said that despite sporadic incidents of violence, relative calm had prevailed

He said committees at each mine were deciding whether workers should return home during the strike

New proposals in talks on miners' strike

Argus
18/7/87

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JOHANNESBURG. — Talks between the National Union of Mineworkers and the Anglo American Corporation are to continue today in an attempt to reduce violence in the coal and gold miners' strike now in its ninth day.

The meeting was adjourned last night after 3½ hours of discussions over Anglo's four proposals and an additional eight submitted by the NUM during yesterday's talks.

This is the first time the union has had discussions with mine management since the start of the strike, and in another development yesterday the Chamber of Mines, with whom the NUM is in dispute, said it would not reopen wage negotiations

On Sunday the NUM said it was

prepared to reopen negotiations with the chamber if it did not impose any preconditions

Mr Bobby Godsell, Anglo's industrial relations manager, described yesterday's round of talks as "constructive" but the union's general secretary, Mr Cyril Ramaphosa, said he could "hardly have called them positive"

Normally

Anglo's proposals are All hostels should function normally, hostel canteens, ablution facilities and other essential services should operate normally under the control of the management personnel responsible for them, and there should be normal access to hostels for workers, management and union officials

There should also be normal access to shafts and plants with areas designated for peaceful picketing, should the union request this, force or the threat of force should not be used by management, and the union or union members should not prevent workers from striking peacefully or working normally.

The NUM submitted eight proposals yesterday which Anglo wanted time to consider

The NUM proposals are that Anglo agree to "demobilise" mine security forces, mine security forces must be removed from the hostels, mine security must not patrol the mines, and that Anglo should not call the South African Police on to mine property under any circumstances

It also proposed that charges against workers arrested during the strike should be withdrawn by Anglo, and if agreement was reached a monitoring system with an independent arbitrator should be set up to assess any claims of breach of the agreement

The union also suggested that workers injured in violence on the mines, whether inflicted by mine security or the police, should be compensated and a fund be set up for this purpose — Sapa

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although an actuary's report on the fund last year showed a shortfall of R7,613-billion, this had been the result of liabilities inherited from the five pension funds out of which the Government pension fund had been created in 1973.

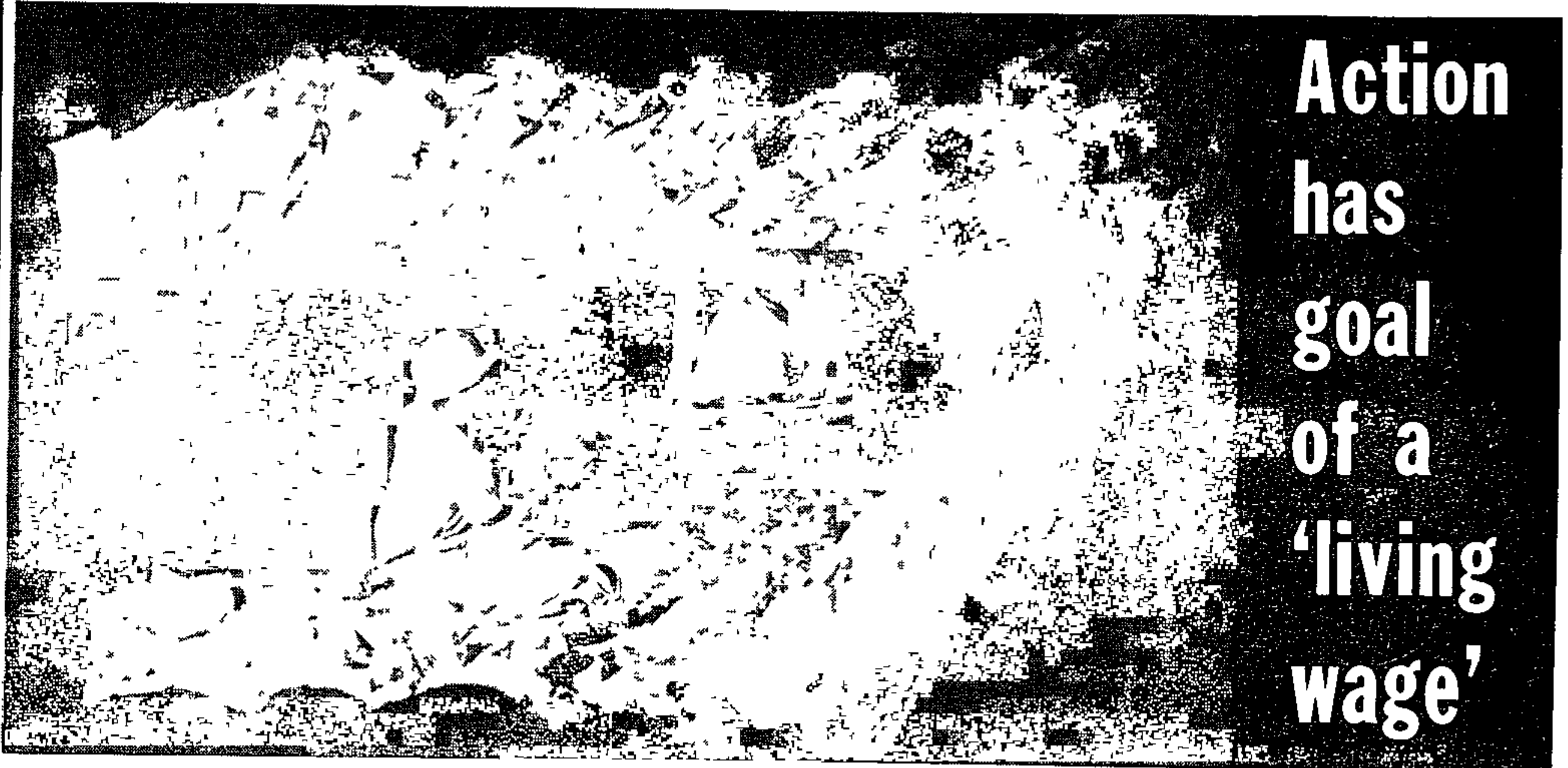
He said the actuary's report showed that the present rate of contributions was enough to meet all its obligations.

Dr Wassenaar said this was only because the taxpayer was "paying through the neck" to keep the fund solvent.

In good private pension funds, contributions were about 18 percent of the member's salary with the employer paying in one-and-a-half times the amount the employee paid in.

In the State pension fund, the total contribution was an "exorbitant" 29,9 percent of the member's salary, of which the employee's contribution was only eight percent.

Post Focus



Action
has
goal
of a
'living
wage'

Why the miners are on strike

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WHY is the National Union of Mineworkers (NUM) dissatisfied with the Chamber of Mines' 15% to 23,4% wage offer?

After all, with the inflation rate at about 17%, it would give most of the industry's lower-paid miners real wage increases of more than 6%

Thus, the Chamber feels, makes the offer a fair one

Indeed, before the strike, a number of the mining houses believed workers, too, would see it as fair, and therefore hoped support for the union action would be limited

But even the industry's own figures on the extent of the strike show that the vast majority of union members are taking part

At least part of the answer to the rejection of the offer is found in statistics used by the union during the failed negotiations

These, the union says, support the argument that over the last decade or so

real minimum wages on the mines have remained static while profits have surged ahead

The strike is seen as the beginnings of an effort to redress this situation, and arrive at the goal of a "living wage"

Real mine wages rose substantially until 1975. But since then, the union argues, real minimum wage rates have actually declined marginally

In 1975 the minimum was R57,20 and in October last year (when the 1986 agreement was implemented) it was R228 — an increase of 301%. In the same period the CPI rose from 56,6 to 228,4 — 303%

Average wages rose during the seven years to 1982, with real increases for workers in the higher job categories. But since then even these have fallen

Although the mining sector is booming, in contrast with the recessionary conditions in manufacturing,

By Alan Fine
in Johannesburg

mining wages have only just kept pace with manufacturing wages in relative terms, says the union. Actual mining wages are somewhat lower than those in secondary industry

The NUM goes on to argue that, during the 11 years to 1986, total gold mine profits have risen "staggeringly" — by 44% in real terms. Dividends have gone up by 21%, capital expenditure by 106% and tax by 38%

And, it says, SA coal is much sought after internationally as a source of cheap fuel, so the collieries are financially strong, too. This is largely due to the low wages paid, it claims

The Chamber has no argument with the statistics, as far as they go, but a spokesman says the figures are being used selectively

He points out that the average wage for category

1, underground miners — the lowest paid — is R306. This is substantially above the minimum starting wage. Unfortunately, comparative figures for the mid-'seventies are unavailable

Average wages for underground black miners, which now stand at R431, have risen by 430% since 1975, and for surface workers (R413) by 550%, he says. He concedes, though, that average real wages have fallen since 1982

The spokesman says the average monthly value of fringe benefits is R164

He argues that using the 1975 base for profit figures is misleading. Using 1980 as the base year would reflect a fall in real profits, he says

In addition, the Chamber has always said that the gold price — obviously a key determinant of profitability — is never used as the basis of determining wages

"Should wages be reduced when the gold price falls?" industry men have often asked rhetorically

The spokesman adds that the union should examine profit figures mine by mine. A large proportion of profits are earned by a small number of large mines. Four marginal mines are already trading at a loss, and the number will probably increase to eight this quarter

(The offer from three marginal Gencor mines is, in fact, lower than the overall offer this year)

He disputes the claim that the coal sector is financially strong, pointing out that export figures for the first three months of 1987 was only 9,62 million tons, compared with 11,36 million for the same period last year — a 15% drop

Further, the competitive price of SA's coal is due to greater efficiency rather than low wages, he said



CYRIL RAMAPHOSA:
'Smash capitalism.'

He can hit SA where it hurts most

PATRICK LAURENCE

Two central ironies intertwine with the strife and drama of the massive strike by thousands of black workers in South Africa's vital mining industry

The first focuses on Mr Matamela Cyril Ramaphosa (34), the general secretary of the National Union of Mineworkers (NUM).

The second concerns one of his chief adversaries, the giant Anglo-American Corporation.

The charismatic Mr Ramaphosa is the son of a policeman. He was thus born into a class of blacks which, more often than not today, is condemned by the outlawed African National Congress and its sympathisers for collaborating with the authorities and helping to perpetuate white rule

OPPONENT

But Mr Ramaphosa, a lawyer by training, emerged as a staunch opponent of apartheid at university, serving as branch chairman of the now banned South African Students' Organisation at the University of the North before joining the Black People's Convention

Like many black leaders at the cutting edge of the struggle for a new South Africa, Mr Ramaphosa is a prison graduate, having been held as a detainee at Pretoria Central Prison for nearly a year in 1974-75

As the strategist behind the NUM strike, Mr Ramaphosa, the young leader of a young union, is poised to hit the South African economy where it hurts most: in the gold mining industry.

Prolonged disruption of gold production would have far-reaching consequences, as gold earns about 40 percent of South Africa's vital foreign exchange and contributes some R4 billion to the State coffers in taxes

Whether disruption of gold production would be a blow against apartheid *per se* is a matter of intense and often acrimonious ideological debate

Judging by a key resolution passed at the NUM congress in February, however, there is no doubt in Mr Ramaphosa's mind

"Apartheid and capitalism are two inseparable evils that must be smashed," the resolution declared

Like many of his contemporaries, Mr Ramaphosa started political life as an adherent of Black Consciousness but moved into the pro-Freedom Charter camp after the death of Steve Biko in 1977

Another central irony in the strike by between 220 000 and 340 000 miners, depending on whose figures one accepts, is the position of Anglo-American on the frontline where the dispute is fiercest.

Apart from being the biggest of the six major mining companies, it was arguably the most progressive in the field of industrial relations at the time of the NUM's emergence in 1982

Yet it seems to be hit hardest by the strike Its refusal to release details on the number of striking workers at its mines has

fuelled conjecture that it is at the forefront of the conflict

One reason for the apparent anomaly is obvious Most of the NUM's 200 000 members work on mines owned by Anglo American

But that, in turn, is because Anglo-American has imposed less severe curbs on NUM officials seeking to recruit members since the Chamber of Mines agreed in principle in 1982 to grant them access to the mines

The chamber left it to the individual mining houses to decide what access meant in detail

After the formation of the NUM a bare five years ago, Anglo-American, recognising the potentially important role of trade unions in regulating industrial conflict and gave NUM organisers access to the hostels In doing so it adopted a more liberal approach than most of its rivals.

SUSPECTED

As recently as 1985 Anglo-American again strode out ahead, averting a strike by black miners on its mines by offering a higher wage increase than that agreed by the Chamber.

At one stage Anglo-American was even suspected by left-wing observers of trying to co-opt the NUM. They thought it was creating a docile in-house trade union to act as its partner in a charade for the benefit of the outside world

The present strike must surely convince them that the conflict is real and the issues substantial.

MINERS' STRIKE

Hunkering down

~~213~~

213 F/M 14/8/87

Starting with last Sunday night's shift, the National Union of Mineworkers (NUM) duly began its legal strike against the Chamber of Mines (*Current Affairs* August 7), amid no sign of fresh initiatives to end it.

While the union claimed it had made all the approaches a reasonable union could, the chamber's stance is that it is prepared to negotiate further on specific demands, such as increased death benefits, but emphatically not while the strike is on. Nor will it concede bigger wage demands.

So the test of strength is definitely on, and looks like being prolonged.

Says NUM general secretary Cyril Ramaphosa. "We believe the struggle for a living wage in the mining industry has begun. We're confident of miners' support because they are not satisfied with the increases."

Ramaphosa's deputy Marcel Golding explains that the union is depending "on the resilience of the workers and their commitment to fight for improvements. Judging by the numbers out, we have their full support."

The first two days were marked by claims and counter-claims of violence and intimidation, differing claims about the numbers involved, and the extent of the strike.

Ramaphosa (see *People*) claimed on Monday that 340 000 miners — the "total" black work force at affected mines — had brought operations to a halt on 44 gold mines and collieries. In addition to 220 000 NUM members on strike, he claimed about 120 000 other miners had joined in.

The chamber, however, says this is simply not true. At most, it says, 31 mines are affected, involving 220 000-230 000 miners, or about 40% of the black work force.

According to its industrial relations adviser Johann Liebenberg, 68 of its affiliated 99 gold and coal mines were operating normally on Tuesday. He says 13 out of 55 coal mines and 16 (44) gold mines have been "significantly affected" by strike action, and two more gold mines partially affected.

The chamber also says the number on strike is "disproportionately high relative to the number of mines affected, since a large number of strikers centre on a small number of big mines."

(The discrepancy over numbers arises because of different methods used. For example, for a shaft at which, say, 10 000 are on



Liebenberg

strike, out of a total complement of 50 000, the union uses the bigger figure, because, it argues, the shaft is rendered inoperative.)

In spite of sporadic incidents of violence, the chamber says, relative calm prevailed on the first day, Monday.

After a helicopter trip over Transvaal gold mining areas on Monday morning, Ramaphosa reported "scenes of miners in a dignified and disciplined way taking strike action." He claimed a number of mines had been closed in Carletonville, Klerksdorp and Westonaria. Strikers' disciplined behaviour had, however, been marred by strike-breaking attempts by mine management, aided by police in some cases.

At Rand Mines' Harmony, the NUM claimed workers had been forced underground "at gunpoint" and were staging a sit-in. Action had also allegedly been taken against strikers at St Helena and Lorraine. Five miners had been arrested at Buffelsfontein, and one each at Randfontein Estates, Bracken and Secunda, he said.

On Tuesday, NUM's Golding said nine strikers had been injured at Kinross, and five at Bracken. The NUM's Westonaria offices were raided by police on Tuesday, and 50

shaft stewards arrested, said Golding.

The mines, on the other hand, claim there have been cases of strikers intimidating those who wanted to work Anglo American, for example, says NUM. Shaft stewards have interfered with access to hostels, preventing some from working and obstructing food deliveries.

Anglo Gold and Uranium Division's Peter Gush warns that all cases of intimidation will be noted with a view to full investigation and possible action.

Ramaphosa's reply to allegations of intimidation is to ask "How is it possible for union officials to intimidate 340 000 miners?"

In Ramaphosa's replies to journalists' questions, it emerged that the union is not particularly worried about strikers being fired — even those who've packed their bags and gone home. "How do you fire 300 000 workers and hope to replace them this year?" asks Ramaphosa.

Nor does the union believe stockpiles can tide the mines over for more than three months. In any case, Ramaphosa reiterates, "our members are prepared to stay out as long as it takes to realise their demands." ■

The sword cuts both ways



Wages or politics? It all depends on what you mean by politics. Nobody will be surprised to hear that black trade unionists, like their brothers in the townships, seek the overthrow of the

National Party regime

It was, after all, to roars of approval that Elijah Barayi, president of the Congress of SA Trade Unions (Cosatu), said at its conference last month, that he was there "to bury P W Botha -"

Following the lead given by Cyril Ramaphosa's National Union of Mineworkers (NUM) conference earlier this year, Cosatu duly adopted the Freedom Charter as its guide. This effectively places the union movement under Cosatu within the broad national political (or "liberation") movement, in which the African National Congress (ANC) and United Democratic Front (UDF) have taken positions.

The NUM, Cosatu's flagship, and Cosatu have both lumped together apartheid and capitalism as twin evils to be expunged. At the NUM's congress, Ramaphosa rhetorically approved the "seizure of power by the people," and the unionists have come out in support of comprehensive mandatory sanctions against SA.

Yet despite these signals — or if you like the rhetoric born of frustration — the temptation to see the NUM's strike as "political," in the sense of a lever geared at dislodging the government, should be resisted.

It is political in the sense that such things ultimately are — and in SA wages most certainly have been politically/racially determined historically. These days, of course, the mines are committed to a policy of equal pay for the same work. Even so, *The Economist* is able to tell its readers that "the average pay of a black miner in 1986 was about a fifth of a white miner's pay." Black miners feel the discrepancy acutely. This perception will endure whatever the outcome of this week's developments on the strike. (See *Current Affairs*)

On the other hand, the strike is "unpolitical" since it is unequivocally linked to the union's "living wage" campaign — a bread-and-butter issue. But again, bread-and-butter issues, like carving the economic cake, depend on relative power, hence, it's politi-

While the strike has a distinct historical-political context, some observers on the management side feel it is related more to bread-and-butter issues. However, such issues, particularly the "living wage" campaign, take their lead from the Freedom Charter.

cal in essence

Again the question arises how to define "political"?

UCT's senior industrial relations lecturer Kate Jowell offers this definition "Politics is the struggle to gain authority, or control those who have it." In that sense, she says, the strike is political in that both parties, workers and management, are struggling to control wage levels.

But if by "political" is meant an attempt to gain authority in the wider sphere, or bring down the government, then the NUM strike isn't, she maintains.

The Chamber of Mines' chief industrial relations adviser Johann Liebenberg rejects the notion that the strike is political. "It's a straightforward industrial relations dispute about wages," he maintains.

His counterpart at Anglo American, Bobby Godsell (See *People*), agrees, though he adds that the strike "is being conducted in a highly political environment, which makes it more difficult to resolve."

Godsell's observation that the most difficult aspect of industrial relations in this country is "being caught in the trap of South African history," is illuminating. For example, the legacy of the mines' hostel system has meant more violence during this strike than would otherwise have been the case.

Further, the sticking point of the strike, a 30% wage demand (a gap of only 7% compared to the chamber's implemented offer), ought, other things being equal, to have been bridgeable. Again, the South African legacy is conflict, rather than consensus, over the role of the mining corporations, and the creation and sharing of wealth. From the black viewpoint, their members' average pay is about a fifth that of a white miner's, and never mind explanations about the historical backlog.

Liebenberg has no doubt that in a situation like ours — where black labour rights have leaped ahead of their political rights — "trade unions will increasingly be used as a vehicle to express political aspirations, but *this is not the case in this strike*."

Anglo chairman Gavin Relly says that despite the difficulties, the strike "is also an indication of progress by South African society towards normalisation." He adds "This step has been taken in the most difficult of circumstances where, inevitably, industrial action takes place against a background of political aspirations. This will continue to be the case until effective formal political institutions for black people are put in place. It is in this context that the current strike must be seen."

Relly has also put the strike in historical perspective. "The mining industry is still in a process of transition from paternalism to modern trade unionism." He goes on to say that, obviously, he does not welcome the strike, which imposes a real burden on workers, companies, and indeed the South African economy. "In the longer run strikes such as this can only result in adjustments to the inputs of capital and labour to the detriment of job opportunities."

This week, the strike's third, saw indications from the union that Relly's message, lubricated by the mines' appeal for resumed negotiations to achieve an "honourable" set-



Ramaphosa



Liebenberg



Strikers ... pushing for a 'living wage'

Chamber remains silent on strike

By Mike Siluma

The Chamber of Mines was tight-lipped today following an announcement by the National Union of Mineworkers (NUM) that its 200 000 members will go on a legal wage strike on Sunday

A Chamber spokesman said today that a statement might be made later

Anglo American and Gold Fields declined today to comment on reports that they had stockpiled the equivalent of a month's gold production as a safeguard against disruption in production resulting from the strike

The decision to strike was announced by the NUM's general secretary, Mr Cyril Ramaphosa, at a Press conference in Johan-

nesburg yesterday

Mr Ramaphosa said the strike would affect members at 28 gold and 18 coal mines in areas including the Eastern and Western Transvaal and the Free State goldfields

In an oblique reference to warnings by at least one mining house that steps would be taken "to ensure that individual employees are free to choose not to participate in strike action" Mr Ramaphosa accused managements of

- Threatening to dismiss strikers
- Threatening to close mines
- Threatening to call the police
- Threatening to use mine security and to starve striking workers

● The NUM reported the dismissal of "a number of workers and the injury of others" following a clash with mine security at Anglo Vaal's Lorraine gold mine in the Free State, incorrectly described in late editions of The Star yesterday as owned by Gencor

The clash resulted after security staff allegedly tried to "break" a liquor outlet boycott in protest at the detention of an unspecified number of colleagues

Management was unavailable for comment today

● The union's Kimberley offices were gutted at the weekend and virtually all documents were lost

y regulations, news, pictures and comment in this newspaper are restricted.

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~~4/8/87~~

Star 4/8/87

Labour Update

Strike begins to bite

BY THEMBA MOLEFE

THE legal strike by about 340 000 members of the National Union of Mineworkers continued at 44 gold and coal mines yesterday with both the union and the Chamber of Mines saying very little about its progress.

NUM spokesmen, locked in a meeting the whole day at their offices, said they had nothing to report. The Chamber

said it would issue a statement if the need arose.

The strike began on Sunday night with Num's general secretary Mr Cyril Ramaphosa saying workers should prepare themselves for what could be the biggest strike in mining history.

In a statement released earlier the Chamber said that out of 55 coal mines 13 were significantly affected and 16 out of 44

gold mines had also been significantly affected by the strike. Two gold mines were partially affected.

The chamber said that, however, the total number of mineworkers out on strike — 220 000 to 230 000 — or about 40 percent of the black workforce, was disproportionately high, relative to the number of

mines affected, since a large number of strikers were centred on a small number of big mines. The Num strike is "effective" at Johannesburg Consolidated Investment's Randfontein Estates, a JCI spokesman told Sapa on Monday.

He said that the mine had stopped working but the group's other mines seemed to be operating normally.

He confirmed that a number of miners had left Randfontein Estates, adding that workers from Mozambique had terminated their employment with the mine.

The Anglo American Corporation's uranium and gold division said earlier that since the start of the strike there had been three serious incidents of violence, one resulting in six workers being injured.

Management also said at Vaal Reef's No 9 shaft, mine security officials were attacked while removing a petrol bomb found in a hostel.

Meanwhile, Num has called for discipline throughout the strike and has instructed its members to return home for the duration of the action.

In another move the Num said its offices in Carletonville were surrounded by police yesterday and union officials refused access to the premises for more than an hour until the intervention of legal advisers, reports Sapa

Officials also said its members were refused access to the Num's Klerksdorp and Westonia offices.

It also claimed that 14 of its members were injured in incidents of violence with mine security officials on two mines near Secunda in the Eastern Transvaal.

The Num has claimed it shut down 44 mines while the Chamber claimed the legal strike affected 29 mines and two only partially.

The Num declared a dispute with the Chamber on June 30 after wage negotiations broke down. The union demanded a 30 percent increase while management offered between 15 and 23 percent.

Refused

Officials also said its members were refused access to the Num's Klerksdorp and Westonia offices. It also claimed that 14 of its members were injured in incidents of violence with mine security officials on two mines near Secunda in the Eastern Transvaal. The Num has claimed it shut down 44 mines while the Chamber claimed the legal strike affected 29 mines and two only partially. The Num declared a dispute with the Chamber on June 30 after wage negotiations broke down. The union demanded a 30 percent increase while management offered between 15 and 23 percent.

MINE STRIKE

OVER

By THEMBA MOLEFE

THE wage strike by more than 300 000 mineworkers at 45 gold and coal mines throughout South Africa is over and workers are expected to be back at work on affected mines by tonight.

Chamber of Mines president, Mr Naas Steenkamp told about 50 local and foreign journalists at the Chamber's Hollard Street, Johannesburg, head office that the National Union of Mineworkers had accepted management's offer of improved death benefits and other concessions — but not increased wages

But no new offer on wages

The settlement came in the wake of the death of two miners at the Kinross Gold Mine on Friday, bringing to nine the total number of workers to die since the strike began on August 9

Mr Steenkamp said mine bosses had learnt a lot during the strike and praised Num for its skill and determination

Mr Steenkamp said the settlement was reached on improved fringe benefits only. The Chamber did not make a new offer on wage demands

The Num had originally demanded a 30 percent increase which it modified to 27 percent when it met the Chamber a week ago when both parties met for the first time since the workers downed tools

Offer

The union accepted the employers' offer of improved death benefits

The mine bosses will now give workers R1,40 for every R100 earned and these benefits will be spread over a three year period instead of four

Workers will now contribute 45 cents per R100 instead of the current R1 per R100

This means mining houses have conceded 10 percent in fringe benefits, according to Mr Steenkamp

The chamber said it sympathised with the families of the dead mineworkers

The cost of the strike has been high. Most tragically there has been loss of life and we share in the sorrow of the bereaved families. Others have been injured and wounded and we extend our sympathies to them

Mr Steenkamp said He said the cost must

• To Page 4



NUM's general secretary, Mr. Cyril Ramaphosa, after the meeting yesterday that resolved the 20-day mineworkers' strike.

P.T.O.

27/8/87

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Miners reject chamber's offer

JOHANNESBURG — Members of the National Union of Mineworkers (NUM) had "unanimously" rejected the Chamber of Mines' new offer, NUM officials said here last after receiving reports from polled mines

The announcement that the strike would continue was made by the NUM's general secretary, Mr Cyril Ramaphosa, who said the strike would continue until the union's demands were met.

The NUM declared a dispute with the Chamber of Mines on June 30 after wage negotiations broke down and a strike ballot was held the following week in which most NUM mem-

bers opted for a stoppage

The union is demanding

● A 30 per cent across-the-board pay increase,

● 30 days annual leave as opposed to between 14 and 21 days. Some white workers get up to 35 days a year,

● June 16 as a paid holiday,

● Danger pay,

● Five years salary as death benefits

In reaction to the vote, the chamber said it was "gravely disappointed at the NUM's evident failure or neglect to lead its members towards acceptance of the chamber's offer and termination of the strike"

"All the ingredients were in place for a satisfactory and honourable settlement of the strike which, after 2½ weeks, has never had the support of more than 40 per cent of the work force," a chamber spokesman said

The spokesman said it had been made "abundantly clear before and during this week's negotiations that improvements offered would not include further wage increases

"The union's negotiators accepted this and acknowledged that the offers made last night by the chamber constituted a significant move," the spokesman said

The Anglo American

Corporation said in a statement it was "profoundly disappointed" by the NUM's rejection of the proposed improvements'

"When we left negotiations last night, we considered that a basis for settlement had been achieved

"In the light of this rejection and the urgent need to resume mining operations, we will now concentrate all our efforts on returning our mines to full production"

● Libanon Gold Mining Company Ltd was granted an interim interdict against 42 employees it claimed had taken part in a clash with mine security last Thursday which left one dead and 27 injured.

The 42 workers were temporarily interdicted from entering and remaining on Libanon's premises, and evicted from the mine hostel

In terms of the rule nisi issued by Mr Justice Schabert the 42 miners must show cause on September 15 why their dismissal should not be declared lawful.

They must also show cause why they should not be evicted from the premises and barred from entering the mine

● The East Rand Gold and Uranium Company has issued an ultimatum to striking employees to return to work by 8 am tomorrow or face dismissal
Sapa-DDC

2/3

★ Cape Times, Friday, August 28, 1987 3

Another 19 000 miners sacked by Anglo, JCI

Own Correspondent

JOHANNESBURG — The number of miners dismissed in the 18-day-old strike neared the 30 000 mark yesterday with Anglo American and JCI paying off about 19 000 National Union of Mineworkers (NUM) members who ignored ultimatums to return to work.

In addition, more than 20 000 face dismissal if they fail to return to work today or, in the case of Anglo's Freddie's No 7 shaft, tomorrow.

About 10 500 had been dismissed before yesterday. So far, according to Anglo figures, about 9 300 workers have met the ultimatums.

An Anglo spokesman said the question of re-employing dismissed workers was still being

discussed. Some mines were recruiting labour on short-term and others on longer-term contracts.

The NUM yesterday met managements of three of Gencor's Evander region mines to discuss threats of disciplinary warnings made last week. Management said they were still considering the matter.

Of the significantly hit groups, only Gencor has not given warnings of dismissal. Gold and Uranium chief executive Mr Bruce Evans declined to say whether any were envisaged.

No action has been taken against 4 000 Rand Mines striking employees at the Douglas colliery complex.

Following the rejection of the latest Cham-

ber of Mines offer, an Anglo spokesman said "We will now concentrate all our efforts on returning our mines to full production."

NUM spokesmen could not be reached for comment.

A JCI spokesman said a number at the Randfontein Estates mine have returned to work. However, more than 2 000 had been dismissed up until yesterday, while the deadline at the Cooke No 2 shaft expires today.

An Anglo spokesman said 7 000 workers at the Western Holdings No 2 and 3 shafts, the entire complement, were dismissed yesterday. About 6 000 of the 7 500 at the Western Deep Levels No 3 shaft were dismissed, while the remainder resumed work.

MINING - STRIKES

1987

~~1987~~ SEPT. — DEC.

6/10/87
**Deadline
for fired
workers**

A new deadline has been set by Highveld Steel management for its more than 3 000 fired black labour force in Witbank to re-apply for their jobs

This was the outcome of talks between Highveld management and National Union of Metal Workers of South Africa (Numsa) officials.

The dismissed workers have until 7 am on Tuesday October 13 to re-apply. However, a Numsa official said not all black staff would be taken back.

Highveld Steel workers return

ALAN FINE

MEMBERS of the National Union of Metalworkers of SA (Numsa) at Highveld Steel have returned to work, after a work stoppage on Wednesday, in protest against the dismissal of three colleagues following disciplinary hearings, according to the union.

It said about 3 000 members had participated.

Numsa spokesman Bernie Fanaroff yesterday slammed the company's disciplinary procedures as a charade. He said Highveld's and Anglo American's purpose was to rid the plant of shop stewards and other activists.

The three were among the first of 160 to be disciplined for alleged intimidation during the three-week-long lockout last month.

Fanaroff said dissatisfaction with procedures had arisen because charge sheets contained little detail and were furnished very late, giving the accused and their representatives insufficient time to prepare their case.

In addition, the workers had been dismissed on unsubstantiated evidence given by anonymous witnesses who could not be cross-examined.

Highveld management yesterday refused to comment.

(213) B/day 6/10/82

B (S13) 15/10/87

4 000 strikers fired by Anglo claims Numsa

JOHANNESBURG — Highveld Steel and Vanadium workers — many of them members of the National Union of Metal Workers of South Africa (Numsa) — were dismissed yesterday after a strike lasting about a month.

The dismissals were confirmed by the owners of Highveld, Anglo American Corporation, but a spokesman could not confirm a Numsa estimate that 4 000 workers had been fired.

He said that definitely 2 000 workers affected by a lock-out at the plant had been dismissed.

In addition "sympathy strikers" (put at 2 000 by Numsa) had also lost their jobs, but an exact figure was not yet available from Anglo.

The spokesman said many of "sympathy strikers" had apparently been victims of intimidation and it was difficult to assess the situation at this stage. It would hopefully clarify during re-recruitment.

Preference would be given to former employees until October 21. If employed, these workers would "retain the service benefits that

they enjoyed prior to the commencement of the lock-out".

It was also not clear how many of the "sympathy strikers" were not Numsa members.

The spokesman also denied emphatically that Highveld had "instructed" the Witbank Administration Board to evict Numsa members from their hostels as alleged by Numsa.

Hostel accommodation was not provided by Highveld.

Numsa said earlier yesterday its locked out members had been given until 10pm yesterday to vacate hostels at Highveld Steel and Vanadium.

The eviction orders were given by the Witbank Administration Board, according to Numsa, who said the evictions were inhuman.

Earlier yesterday, Anglo said in a statement the firings came after workers rejected various management offers after several meetings.

The industrial giant said Highveld decided on a "lawful lock-out in order to attempt to resolve the dispute" — Sapa

A joint bid to end violence on mines

THE bitterness engendered by the three-week-long mine strike last August has far from dissipated.

So Friday's meeting between the Chamber of Mines and the National Union of Mineworkers (NUM) — which will aim at finding a formula for minimising the violence characteristic of industrial conflict in the industry — is likely to be only the beginning of a set of tough negotiations.

Allegations of violence and intimidation (by both employers and labour) have by no means been confined to the mining industry. But it is simply the most prominent example, perhaps because more than any other it retains its notable historical characteristics.

Security force

Former Gencor mining chief Johan Fritz once severely embarrassed his industry colleagues by describing mining as akin to a military operation.

As a statement of intent he was off-beam. Yet what other vector maintains such a large, well-armed security force to police its property and employees?

And to the migratory labour force, a strike defeat means more than a failure to win wage increases. It also means possible repatriation to the impoverished rural areas of the region — more a question of survival than the simplest test of strength which characterises a normal labour relations system.

This may help explain, but certainly does not justify, the more than 30 deaths and hundreds of injuries reported during and after the strike.

A resolution of this issue will take more than statements of intent from both sides. It will require commitments to normalise, as far as possible, an abnormal system, and a mutually

agreed method of dealing with violence — whatever its source.

There is a school of thought within top mining house management that is sceptical of the NUM's bona fides on the issue. During a recent media visit to Western Deep Levels, Anglo American gold and uranium chief Peter Gush openly questioned whether intimidation was not actually part of deliberate union strategy.

And when JCI's Ken Maxwell made a Press statement about 33 allegedly strike-related deaths six weeks ago, he came close to making a similar point.

Discomfort

But these views are not universal within management ranks. Indeed, while others share Maxwell's concerns about violence, they reacted with some discomfort to his statement. They believe the union cannot be held responsible for each act against non-strikers, and that it is possible to reach an accord.

The union, for its part, is on record as saying it does not condone intimidation and violence.

Before the strike, it distributed about 300 000 leaflets listing the strike rules drawn up by leadership. One of

these said there should be no intimidation, and that miners who wished to work should be allowed to do so.

It argues coercion is antithetical and detrimental to its practice as a democratic organisation, in which people are expected to participate through conviction rather than fear.

As a rider, though, the NUM believes members are entitled to defend themselves — physically if necessary — against alleged excesses committed by mine security and police.

Some of the key points likely to arise at the Chamber/NUM meetings will be similar to those raised in the abortive talks on the subject between the union and Anglo during the strike.

One will be the question of who controls the hostels during a strike. Much of the violence during August resulted from management attempts to gain access to hostels — for purposes ranging from rescuing allegedly kidnapped non-strikers to distributing pamphlets urging employees to return to work.

Reading from the initial Anglo pro-

posals, the *quid pro quo* will be an offer to make available picketing facilities, and open access to hostels for union officials.

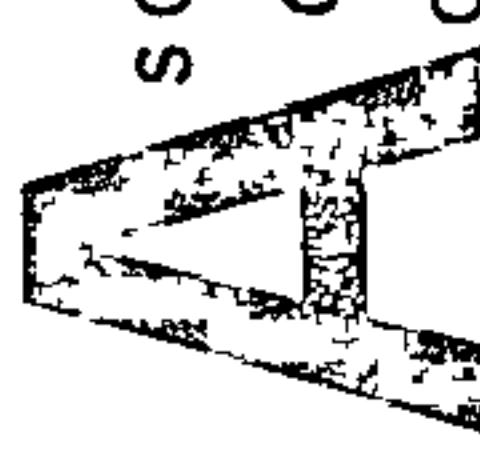
The major concern of the NUM, though, is likely to be the role of mine security officials and the SAP in industrial action.

Third party

It will be no easy task to work out a mutually acceptable formula on the limits of their role and in what circumstances, if any, their services may be called upon.

Agreement on how to monitor any deal will be a little less difficult. Some sources on both sides have indicated acceptance of the principle of an independent third party to inquire into any alleged breaches.

But an agreement on the actual contents of a "code of conduct" — given significant opposing views on what constitutes fairness in such critical circumstances — will truly be a victory for negotiation.



As one of South Africa's most dynamic pharmaceutical companies, Wellcome SA have recom-

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recom

213 2/20/87

BUSI

ABOUT 1 000 workers at the Highveld Steel and Vanadium complex near Witbank went on strike yesterday in protest against the dismissal of two colleagues

1 000 strike after colleagues fired

The two were dismissed after disciplinary hearings arising from a three-week lockout over wages. Numsa members returned to work on October 16 after being given an ultimatum to accept management's wage offer or be replaced by a new labour force.

Part of the settlement was an arrangement that 60 workers would face disciplinary hearings on charges of intimidation. Management rejected a Numsa proposal that they be tried

ALAN FINE

by an independent arbitrator

The dismissals which sparked yesterday's stoppage were the first arising out of the planned hearings.

Yesterday afternoon workers were meeting in company changerooms while their representatives held talks with management.

Highveld management, through an Anglo American spokesman, refused to comment on the stoppage.

by day 9/11/87

Amcoal earnings decline by 51,1%

CAC TIKIS 28/10/87

213 28/10

From LIZ ROUSE

JOHANNESBURG. — Anglo American Coal Corporation (Amcoal) suffered a 51,5% decline in interim earnings but the interim dividend has been maintained at 80c.

Although the outlook remains gloomy on export markets and margins will remain under pressure, chairman Graham Boustred forecasts a maintained dividend payment of 240c from the cash-rich group.

Amcoal's earnings slid to 205,4c a share in the six months to September from the 1986 half-year's 424c a share. The interim dividend is covered 2,57 times. This cover is considered adequate because of the group's large cash balances and earnings from these funds, which make a significant contribution to profits.

Export decline

Amcoal's export sales declined by over 1,2m tons in the six months. Total coal and export sales were down 5,3% to 19,2m tons. Sales to Escom increased by 518 000 tons but industrial and metallurgical sales in the local market decreased 373 000 tons.

The interim results also reflect the

effects of the three-week strike in August which had a material impact on production with a consequent rise in working costs at certain collieries.

Production loss was more serious at underground mines. Opencast mines' production was largely maintained with the reduced workforce. Coal supplies were maintained from stockpiles.

Turnover down

Amcoal's turnover was down only 10,6% to R550,3m (R615m) but pre-tax profit dropped 53,6% to R109,6m (R236,1m) in the six months to September, mainly due to lower export tonnages, depressed dollar prices and a stronger rand.

In addition, collieries' export earnings were hit by a progressive increase in the basic rail rate from an effective R12,90 a ton in March to R23,68 a ton in September.

Amcoal shares traded at R35 yesterday, only 400c off their low of R31 a year ago. Dividend yield is now 7,7%. The stock rose to a year's high of R43 in February when the coal sector appeared to be on the rise.

213
23/10/87

Strikes hit profits, but Freegold booms

ANGLO AMERICAN Corporation's four major gold mines all suffered significant disruption of production in the June quarter as a result of strike action by the National Union of Mineworkers.

However, while earnings for the

Transvaal mines, Vaal Reefs, Elandsrand and Western Deep Levels, were sharply lower, Welkom megamine, Freegold, lifted earnings from R80,8m to R93,5m, a 15,7% improvement, on better grades and a higher gold price

● See Page 12

Highveld employees concede

3/20/87
15/10/87

ALAN FINE

213

THE 4 000 workers dismissed by Highveld Steel in Witbank during and after a three-week lock-out by management have decided to return to work, on management's terms, to meet the October 21 offer of preferential re-employment.

National Union of Metalworkers of SA (Numsa) spokesman Bernie Fanaroff, who launched a bitter attack on management tactics, said the choice had been between living to fight another day and being "scattered to the winds".

He said threatened evictions of hostel dwellers, with management complicity, would split up and divide membership and make it impossible to maintain union organisation. Highveld has denied any role in the evictions.

Fanaroff questioned the value of using legal channels in resolving disputes if the final outcome was dismissal of strikers. He said Numsa would, in future, have to consider bypassing them and striking.

● To Page 2



Daily Dispatch
Correspondent

JOHANNESBURG
The 4 000 workers dismissed by Highveld Steel in Witbank during and after a three week lock-out by management have decided to return to work on management's terms, to meet the October 21 offer of re-employment.

A National Union of Metalworkers of SA (Numsa) spokesman, Mr Bernie Fanaroff, said

4 000 steelworkers to return to work

the choice had been between living to fight another day and being "scattered to the winds"

He said threatened evictions of hostel dwellers with management complicity would split up and divide membership and make it impossible maintain union organisation

Highveld has denied any role in the evictions

He questioned the value of using legal channels in resolving disputes if the final outcome was dismissal of strikers He said Numsa would, in future, have to consider bypassing them and striking without notice.

He also said negotiations in the metal industry had become farcical with managements concluding agreements with minority unions representing white workers and refusing to negotiate further with Numsa

Management had told the union that about 60 workers would face disciplinary hearings for alleged intimidation But Numsa believed they would not get a fair hearing

213

DD
16/10/87

As many as 4 000 workers involved in wage dispute

213 15/10/87
by/boy

Hiveld to start recruiting after ultimatum not met

HIGHVELD Steel and Vanadium Corporation management announced yesterday it would begin recruiting new labour after workers dismissed and locked out since September 21 failed to meet an ultimatum to return to work by Tuesday.

As many as 4 000 workers are involved in the wage dispute

Management said preference would be given to former employees until October 21. They would retain the service benefits they enjoyed before the lockout.

A spokesman denied an allegation by the National Union of Metalworkers of SA (Numsa) of complicity with the Highveld Development Board in what was described as the "inhuman" eviction of

ALAN FINE

dismissed workers from township hostels yesterday

He said last-minute mediation on Monday had failed when agreement could not be reached on two issues

Numsa had proposed the closure of the subsidised canteen used by its members and that the savings be added to wages. Highveld said it was prepared to consider this only after consultation with other unions represented at the plant.

Secondly, management wanted disciplinary cases arising from the strike to be dealt with in terms of internal procedures, while the union demanded independent arbitration.

Management said there had been reports of widespread intimidation and violence during the dispute. Many employees had alleged that about 100 union members, who lived mainly in the single-quarters in the Witbank township, had terrorised the bulk of the labour force into staying away from work.

It was also alleged that "kangaroo courts", assaults, arson, and the threat of necklacing and violence to families and property had stopped employees returning to work.

Numsa, which could not be reached for comment, previously said it was unable to comment on unsubstantiated allegations. It said it would investigate and take appropriate action if details were provided.

IF PUTCO succeeds

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NUM steps in as mine violence mediator

ALAN FINE

IN an unprecedented attempt to break the cycle of violence at the President Steyn gold mine near Welkom, management and the National Union of Mineworkers (NUM) have agreed the union should step in to mediate.

While the NUM has previously participated in inquiries into mine violence, it has never played a leading role in attempting to end it.

NUM OFS regional officials were taken part yesterday in mediation attempts. They addressed workers and then went into a meeting with management.

Ten people have died since Sunday night in what an Anglo spokesman calls a "desperate situation".

The focus of the violence between Sotho and Xhosa miners has shifted from the No 2 to the No 1 shaft hostel since the resignation of 2 000 Xhosa miners on Tuesday. At least one of the deaths involved miners on the underground shift.

In the latest fighting, says Anglo, three employees were killed and 21 injured in sporadic incidents on Wednesday night. The spokesman says the mine is in a state of heightened tension.

It is unclear whether the violence is related to that which occurred in December in which 29 died.

Advocate R Zulman, who is conducting an inquiry into the violence, is expected to present an interim report soon.

2/3
B/O
30/1/87

Stockpiled gold to cushion strike? 213/4/89

JOHANNESBURG — South Africa's major mining companies have stockpiled gold as a precaution against the threatened national strike by thousands of black miners due to start this weekend, analysts said yesterday.

Several mining analysts predicted the strike would be short-lived, citing a concerted effort by South Africa's six major mining conglomerates to resist worker demands and the weak track record of the black miners' union in sustaining strikes.

Earlier yesterday, the National Union of Mineworkers called the strike on August 9 and said it would be supported by at least 200,000 black miners at 28 gold mines and 18 collieries.

Stockbrokers estimated that the big mining companies had built up stockpiles roughly equal to one month's production as a safeguard against any dis-

ruption in gold output that might be caused by the strike.

"The industry is in a fairly strong position and has the potential quickly to make up lost profits just by slightly improving the grade of ore produced," said Mr Bruce Williamson, a mining analyst.

The Chamber of Mines declined to comment on the union's announcement but a number of sources said last week's statement by the chief of Anglo American's gold and uranium division, Mr E P. Gush, accurately reflected the chamber's position.

Mr Gush said the 15 per cent to 23.4 per cent pay offer was a good one and strike action would not lead to any further increase. The NUM's demands include 30 per cent increases, improved holiday leave, June 16 as a paid holiday and danger pay equivalent to 5 years' earnings. — Sapa-RNS-DDC



SOME of the NUM members who have been sleeping at the union's Welkom office after being dismissed by Western Holding Gold Mines. A petrol bomb was thrown into the offices yesterday morning.

Pic MBUZENI ZULU

Sowetan 11/9/87

Bombers in attack

TWO workers were injured when a petrol bomb was thrown into the offices of the National Union of Mineworkers in Welkom yesterday, the union said.

About 100 Num

members — dismissed during the national wage strike at Western Holdings in Welkom — were sleeping in the office when the bomb was thrown at about 3am, regional organiser, Mr

Mzwandile Khundulu, said

He said the bomb did not go off and the workers were cut by broken glass as they desperately tried to get out of the building

"The attack was aimed at my office which houses important documents and files of the dismissed workers," Mr Khundulu said, adding that five litres of petrol were found outside the office

The case has been reported to the Welkom police



Teenagers outside a Krugersdorp cinema — due to be closed because the town council reached stalemate on desegregation. They subsequently changed their decision

Picture ANNA ZIEMINSKI, Atrapix

Opposition to the closure of cinemas suffered this week with the re-opening of Krugersdorp movie houses. A meeting was made at a meeting of the Town Council on Monday where a previous decision to close Ster-Kinekor's "open close you down" policy was overturned in favour of accepting the plan. However, four councillors — Kobus Meiring, Sakkie Steenkamp and Chris van der Merwe — were talking out, calling the decision "unfavourable" and the meeting adjourned.

Flicks first, folk second

By ADRIAN HADLAND

They based this on the fact that the motion had already been signed by seven councillors — a majority in the 12-member council — before the meeting had started. Councillor Chris Viljoen also claimed the meeting was *sub judice* because a charge against Ster-Kinekor for intimidation had been lodged by the chairman of the Conservative Party in Johannesburg, Clive Derby-Lewis.

The Ster-Kinekor policy, which materialised mainly as a result of the pressure from foreign film companies

such as Columbia, has also seen to the opening of cinemas to all races in Vereeniging, Potchefstroom and Roodepoort.

The last remaining major stalwart in the cause for whites-only films, the Pretoria City Council, had four of their cinemas in Sunnyside closed last week by CIC (SA). Ster-Kinekor will shut down three more cinemas and three drive-ins by the end of the month if the shows are not desegregated.

The closures have caused indignation within the ranks of the right-wing Clive Derby-Lewis, self-

appointed hero of the whites-only faction, has laid charges of intimidation, called the desegregation policy "blackmail" and failing that will devise a plan aimed at starting white cinemas in opposition to the established companies.

The plan envisages starting on a small scale in hired halls before acquiring former Ster-Kinekor outlets and creating a loose association of independent segregated cinemas.

For the moment this plan is still far from fruition and, with the major companies vowing to exert pressure on the small independent venues in the near future, it looks like segregated cinemas could soon become a thing of the past.

Constablers court

Constablers appeared in the magistrate's court in connection with a shooting earlier this week in which three people were killed. The constablers were recipients of a three-week crash course in marksmanship, were not asked to appear in court.

Constablers Nyaka, 31, and Vuyiso, 26, both of Fort Hare, and Vuyo Habane, 24, of Grahamstown.

The shooting followed an urgent call into the shooting range on Monday night while a constabler was guarding Grahamstown's Tanyini.

The spokesman said three constablers had been fired at from a distance to investigate.

The shooting was raised in the House of Assembly on Wednesday, where the Minister of Police described it as "another indication that the police receive inadequate training."

Alter bomb

The bomb was blown up just 200 metres from Alwyn Schiebusch's home in Cape Town.

The bomb was available, but the information said it was a gas blast caused by a gas leak.

The woman was blown off the bus and landed nearby — fainted.

NUM to court over 2 200 sackings

By SEFAKO NYAKA

THE National Union of Mineworkers is taking Anglo American to court over the dismissal of 2 200 workers at President Steyn gold mine in Welkom last Monday.

NUM representative Marcel Golding said his union was only consulted after the workers had been dismissed.

He also questioned Anglo American's initial insistence that the workers had resigned.

"Resigning is a voluntary action and it is clear the workers did not resign — they were fired."

Anglo representative John Kingsley-Jones, who said earlier this week that the workers had resigned, admitted late yesterday that the workers had actually been dismissed.

He said, however, that this had only happened after President Steyn management, "faced with the prospect of renewed violence and the

consequent loss of life, was left with no alternative but to ask workers to either return to their normal duties or terminate their employment."

He said the majority of workers returned to work, and those who didn't were dismissed.

Kingsley-Jones ascribed the tension on the mine to "differences between Xhosa and Sotho employees which emerged in mid-December last year". Since then, he said, 39 employees have lost their lives and 177 have been injured.

"Continued efforts have been made by management to resolve these differences, including several meetings with representatives of the governments of Lesotho and Transkei."

"In addition, the local and regional committees of the National Union of

Mineworkers were asked how these differences could be resolved. Despite the efforts of all these parties, these tensions persisted."

He said recruitment started on Monday "through our traditional channels" but has not been completed yet.

The NUM has partly blamed an overt anti-union organisation known as FITO for the violence. But Anglo has denied any knowledge of FITO.

Golding also accused Anglo of intransigence, saying the dismissals are "typical of a high-handed management which has failed to address issues giving rise to conflict on the mine."

NUM said it was "perturbed that Anglo believes it can settle conflict by dismissing workers instead of addressing the issues that give rise to the conflict."

Almost 29 000 detained during '86

By MONO BADELA

ONE big political prison — that's the status of South Africa today, where nearly 29 000 men, women and children have been detained in the past year.

The phrase is used by the Detainees' Parents Support Committee (DPSC) in its annual report on state action during 1986.

The report, issued this week, gives a graphic breakdown of the effect the Emergency has had on millions of South Africans.

It states that 25 000 of the 28 471 people detained last year were held in terms of Emergency legislation. Of the 25 000, about 10 000 — or 40 percent — are children under the age of 18.

The United Democratic Front and its affiliates were hardest hit, accounting for approximately 75

percent of detainees whose affiliations are known.

Women accounted for over 10 percent of the total — approximately 3 000.

The report says a further 2 840 people were detained under the country's security legislation.

Two people died while being held under Emergency regulations — Xoliso Jacobs, 20, who died on October 22 in Upington, and Simon Marule, 20, who died on December 23 in Benoni.

Numerous applications were made for restraining interdicts, the report states, and 75 applications were brought to court relating to allegations of assault and torture of security and Emergency detainees. More than half

came from Bloemfontein (38) and 29 from Durban.

A total of 208 detainees applied for release from Emergency detention and there were 16 court challenges to the Emergency legislation.

Seven of these applications challenged the validity of the regulation allowing for detention and three challenged regulations or orders affecting newspapers.

A total of eight applications led to new rulings, the DPSC said, most noted of which was the Metal and Allied Workers' Union application to the Durban Supreme Court in July.

The DPSC recorded a total of 108 trials under the Internal Security Act involving 672 people, of whom 487 were acquitted or had charges against them dropped — TOPS

represent the Co-Workers flew out Europe a internati needed f Before president Johannes chair specify for the RI-mill striker The R100 00 members started unable to Both the Co (Cosatu), this wer moves or that more But it has accept "co-oper leading detention chain's "unbeliev While remains workers' weekend repres members Premier message other Cosatu OK "living campaign Defeat its image campaign — which minimum confident notice to imple one is vigorous Cosatu indicated scanty number of particular and failure to founding It believe have for — rather achieve as signs of backing part, to impressio Unions meeting numerical National (NUM), Union Workers' Wood (Pwawu) Industrial

THE telephone rang shortly before 7 pm. "This is Ramaphosa. We can talk now. Yes, immediately."

Eventually, during the week in which the face of the general secretary of the National Union of Mineworkers was published on the front pages of most newspapers, matters were under such a measure of control that the man leading the strike could talk.

It is early evening in the office in the centre of Johannesburg where he has worked, lived, eaten, answered telephones and slept for the past two weeks.

Ramaphosa appears, takes a cigarette from a packet, draws and starts to talk about who Cyril Ramaphosa, 35, leader of thousands of black mineworkers, really is.

While still at school, he was already interested in politics and became involved with student organisations.

His studies at the University of the North were interrupted for 11 months when he was detained for his political activities.

He was then banned from the university and he continued his studies for a B Proc degree through Unisa. His studies were once again interrupted when he was detained for six months, but he eventually obtained his degree in 1980.

Two years later his illusions about the legal profession were shattered and he felt he wanted to do more for his people.

"I wanted to play a role in alleviating their lot," he said.

He joined the Trade Union Council of South Africa as a legal adviser and, before the formation of the NUM, was asked to lead the steering committee. He has been leader of the NUM since 1982.

The periods during which he was detained did not give him a desire for revenge.

It rather filled him with a cold determination to work harder for the sake of the "struggle for liberation from oppression and economic exploitation."

"NUM is no political organisation. We represent workers who, in our opinion, are being oppressed and exploited."

A self-respecting trade union cannot play its role if it does not address all matters affecting its members, like wages, conditions of employment and matters relating to the political system.

According to the NUM, about 340 000 mineworkers have joined the strike, but there have

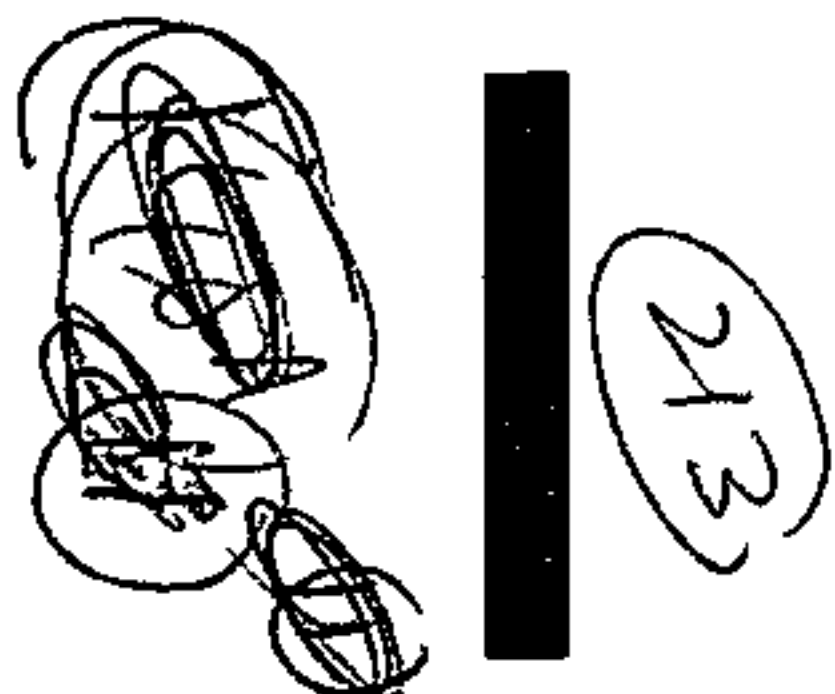
In numerous mines across the country, activities came to a halt this week. The miners' strike has turned into a wrangle between the mining authorities and the striking members of the National Union of Mineworkers.

Demands are being followed by counter-demands, proposals lead to counter-proposals. In the limelight, synonymous with the daily statements from the NUM, is the man occupying the hot-seat of negotiations on behalf of

the strikers - Cyril Ramaphosa, general secretary of the NUM. He is no firebrand, but a calm, articulate negotiator with a very strong belief in what he is trying to achieve for the mineworkers.

RAMAPHOSA

NUM HOTSEAT



been incidents of violence. Can the NUM control emotions which have reached boiling point?

"We have the means to control violence. We provided our members with strike rules. Those who want to work may do so. No fighting. No liquor. These rules have been observed. Violence did occur and somebody died. We regret it. We have never been in favour of violence."

How does he handle the pressure, on the one hand due to his lack of sleep and on the other hand due to the tremendously high expectations of him by NUM members?

He reluctantly admits that adrenalin might be keeping him going. He only sleeps for an hour or two, when possible. During the first five days he slept for only eight hours.

As far as expectations go, he accepts that responsibility goes with leadership. It is a heavy responsibility, but he believes he must carry it with hard work, the correct decisions, correct and just representation - by being upright and honest.

He is married, but has no children. When he re-



Striking mineworkers... they have great faith in Ramaphosa's ability to negotiate with the Chamber of Mines on their behalf.

laxes he likes to read. He normally reads books about the economy and about the struggle of other people and of other places.

Did he have to make a thorough study of all the aspects of the mining industry pertaining to the members of his trade union?

He confirmed that it needed hard work and study to become acquainted

with aspects about which he initially did not know much, but he overcame this.

Is he a socialist? Yes, but what one reads in text books about socialism cannot always be applied. A system has to be adapted to circumstances. South Africa is unique.

The country is very rich and it has sufficient wealth to offer a decent living for

all its inhabitants. Capitalism has done nothing for his people.

Capitalism expects of them to continue to sell their labour cheaply while being promised a rosy future.

Yes, he would prefer all mines to be nationalised. He thinks it is immoral that nearly a million people

must toil relentlessly to enrich only a few.

But his ideal is a system which could be to the benefit of all, black and white.

His main driving force is a free, democratic, non-racial South Africa, where whites must be able to play a meaningful role as well.

He describes himself as a pragmatist. "This is my problem. I am a pragmatist and not an idealist."

People who watch him while he calmly handles Press conferences, consider him to be cool, calm and collected. Is that so?

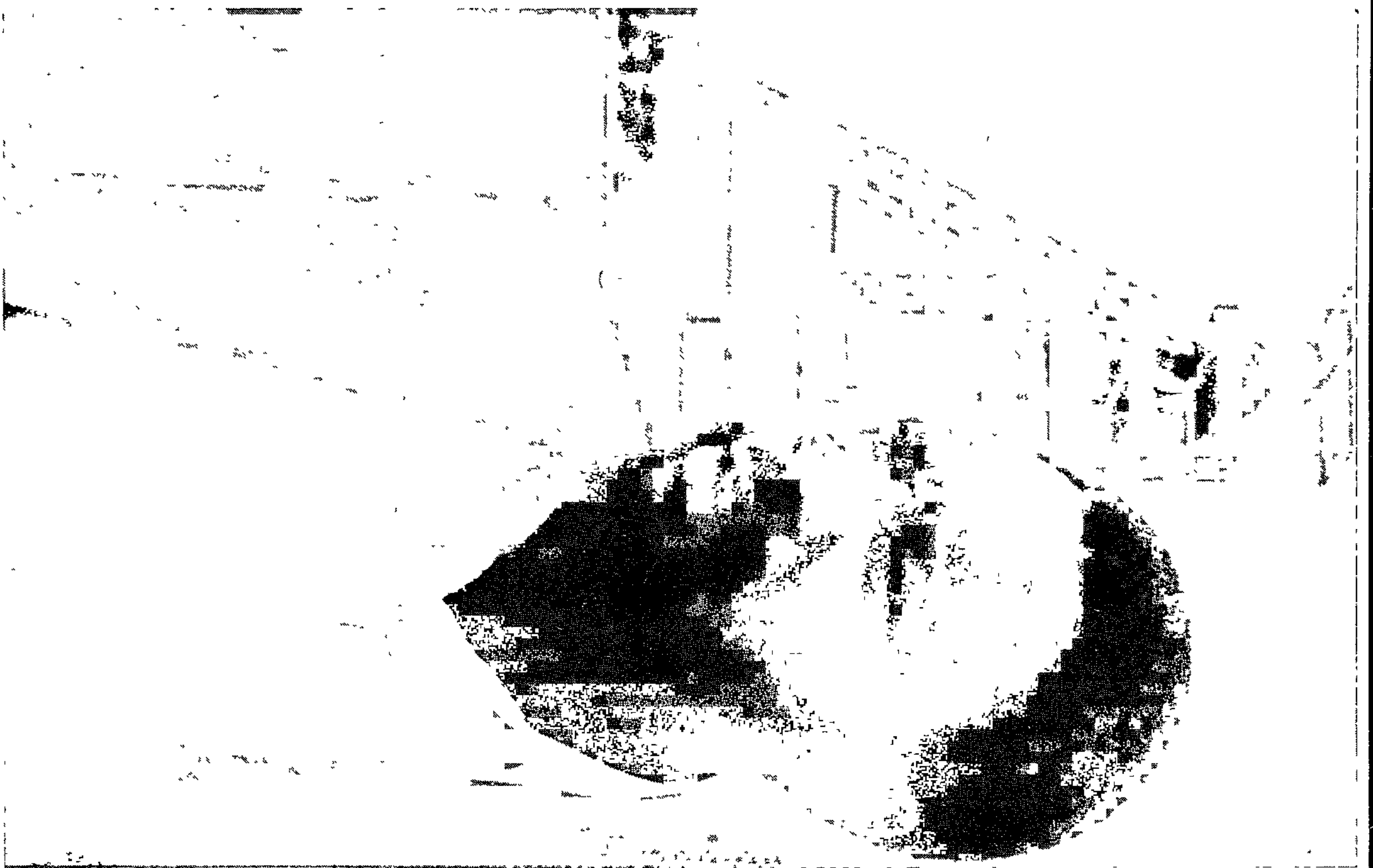
He appears to feel flattered. He would prefer to describe himself as a hard worker who enjoys reaching the goals he had set himself.

He derives his greatest pleasure from achieving something from negotiations, enjoying the fact that the circumstances of his trade union members has improved as a result of his efforts.

And is he especially in his element at the negotiation table?

He smiles. "Yes, I enjoy negotiations."

NUM general secretary Cyril Ramaphosa... he derives his greatest pleasure from improving the conditions of his union members.



NUM backed

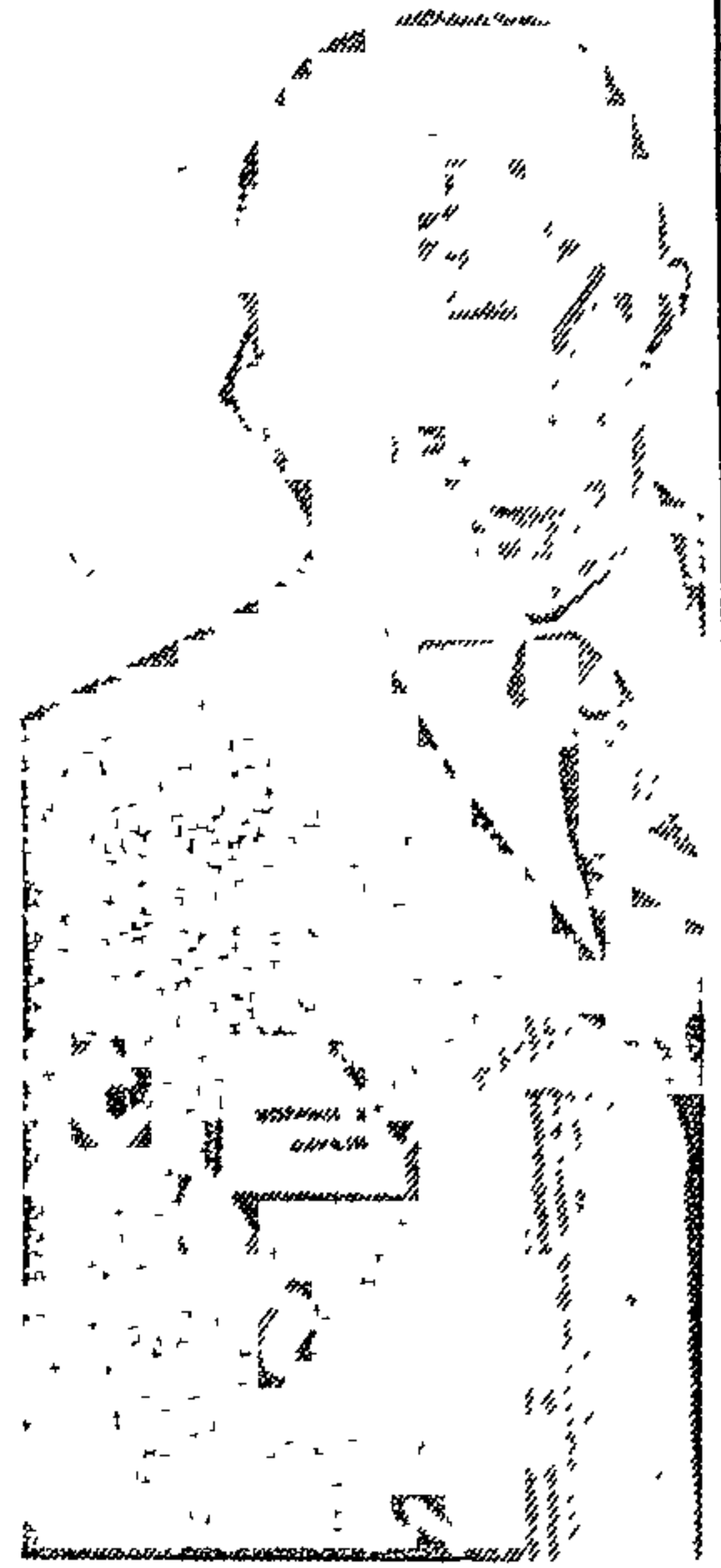
THE Pan Africanist Congress, the African National Congress and the United Democratic Front have re-affirmed their support for the National Union of Mineworkers as it continued with its wage strike at gold and coal mines.

A statement said the office of the PAC's chairman, Mr Johnson Mlambo, had sent a message of solidarity to the NUM on behalf of the Azanian Trade Union Coordinating Centre (Atucc), the sub-organ of the exiled organisation's labour department in Tanzania.

Apartheid

The African National Congress said in Harare that mine owners were "eager to collaborate with apartheid to crush the strike." The ANC said their actions belied their periodic mouthings of opposition to apartheid.

The United Democratic Front has sent a telex to the State President, Mr P W Botha, demanding that the Government and the police should not be involved in the dispute.



MR JOHNSON Mlambo . . . PAC.

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Swept

18/8/87

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F/M 4/9/87

NUM

Back to work

Most of the 37 mines affected by the National Union of Mineworkers' (NUM) 21-day strike, which ended on Sunday, were close to their normal worker complement by Tuesday, said the Chamber of Mines. And "things were progressing well."

As the *FM* went to press, the NUM and Anglo American negotiators were meeting over the re-hiring of 30 000 strikers dismissed by the group, which bore the brunt of the action.

- Anglo's four-point framework said.
- It will re-employ dismissed workers together with new recruits subject to availability of jobs and acceptable individual work records;
- Those who report within seven days and are re-employed will enjoy previous conditions of service, and Anglo undertook to discuss with NUM the mechanics relating to the seven-day period;
- Where previous jobs are no longer available, but jobs on a lower grade are, these will be offered to them, and
- An undertaking to discuss with the union the special circumstances of those dismissed at the two shafts (Vaal Reefs 6 and Western Holdings 1), which have been closed.

While Anglo mines were "returning to normal," figures were not available as the situation was confused by strikers returning, new recruits arriving, and the re-hiring of sacked workers.

The settlement, which followed a series of

lengthy meetings last weekend, entailed no employer concession on the nub of the dispute — wages. The union backed down from its 30% demand to 27%.

The chamber agreed only to an increase in the holiday leave allowance and an improvement in the death benefit scheme.

Neither side claimed victory (See *Leaders*), and in a sense it's pointless quarrelling over relative losses — in production and wages, deaths, injuries and violence. The optimistic conclusion is that it is a victory for



Ramaphosa ... trial run for next year

collective bargaining and institutionalised conflict.

The strike, the first linked to the union federation Cosatu's "living wage campaign," occurred in a highly politicised environment. The emergency has driven most black political opposition underground, which nudges black unions into the political fray. Yet government (wisely) stayed out — as (despite threats to join in in sympathy) did Cosatu.

However, government announced (misguidedly) last week that it will tighten the labour laws, particularly regarding sympathy strike action, and unions' foreign funding. The former could, given the pattern of company cross-ownership in SA, turn into a "legal nightmare" if implemented, reckons one industrial relations consultant.

The NUM probably learned just how difficult, logistically, it is to organise this scale of action against such a wide spectrum of companies, with differing profit/production levels and attitudes. It no doubt also tested the level of members' endurance. The NUM

probably did not expect that Anglo, of all the houses, would exercise the dismissal option, which finally swung the union back to the negotiating table.

Mining houses learnt the value of maintaining a consistent approach (some broke ranks in the past), drove home the lesson against brinkmanship bargaining, and also the union's potential for disruption.

Both sides have undoubtedly learnt that they will in future have to weigh the costs.

NUM secretary general Cyril Ramaphosa said, announcing the return to work, that the strike was a trial run for next year. The living wage campaign remains a goal, and the NUM appears to want to consolidate before taking it up again. No doubt the companies, forewarned, will be forearmed — if it comes to a strike in 1988.

Beatrix hurt as miners resign

ALAN FINE

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GENCOR'S Beatrix gold mine will have to replace nearly half of its 8 000-strong workforce in the wake of resignations and dismissals which followed Friday night's violence which left eight miners dead and 53 injured.

A spokesman for the mining house announced yesterday 400 employees had been dismissed and 3 500 had resigned. The company estimated it would take up to two months to replace these workers and the production loss may amount to 150 000 tons.


The 400 were dismissed after allegedly being found guilty, in terms of the mine's disciplinary procedures, of carrying offensive weapons.

Gencor expressed regret at the resignations. It said the men took this step "presumably to distance themselves from potential further conflict, in spite of strenuous efforts to persuade them otherwise by management and officials of the states concerned".

Most of those who resigned are Transkeians and Basotho.

The spokesman said that, while the cause of the violence was still being investigated, it might be related to a fatal stabbing that occurred off mine property on January 4.

A National Union of Mineworkers spokesman said the union had been unable to determine the cause of the conflict because it had been unable to gain access to mine property. He expressed concern that while the mine had communicated with Lesotho and Transkei authorities, it had ignored the NUM, which is recognised at Beatrix.

Chrome ⁽¹³⁾
SFB 28/10/87 
mine wage
agreement

About 800 mineworkers have ended a more than a week-long strike at the Rand Mines' Henry Gould chrome mine after a wage agreement was reached, the National Union of Mineworkers (NUM) said yesterday.

NUM assistant general secretary, Mr Marcel Golding, said workers returned to the Rustenberg mine after management agreed to a 17 percent across-the-board wage increase and improvements which would raise holiday leave allowances to between 75 and 100 percent.

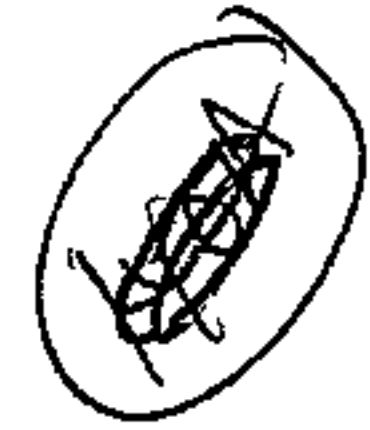
Negotiations on a provident fund would start soon, said Mr Golding.

● The National Union of Railway Workers will hold its first national congress in East London this weekend.



Sowetan
14/1/87

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NATIONAL UNION OF MINEWORKERS' VIEWPOINT

CONFLICT ON THE MINES

The NUM and mineworkers are not fooled by the Anglo American Corporation's public advertisement, particularly when the lives of its members are at stake

The AAC perspective surrounding the deaths of over 60 miners in clashes, and its allegations concerning the NUM's integrity and commitment to sound industrial relations cannot go unchallenged. AAC in its advertisement is suggesting that the recent violence, if not caused by the union's behaviour, then certainly has been exacerbated by it, through its failure to adhere to "established procedures and channels for conflict resolution"

Let it be known once and for all that the source of conflict is rooted in the institutions of oppression and exploitation which exist in the mining industry. The hostel system, migrant labour and induna system were pioneered at the turn of the century by the mineowners to ensure maximum exploitation and control over all aspects of mineworkers' lives. It is from this system that AAC has benefited. Over time these structures have been refined but kept intact.

AAC has identified and acknowledges some of the issues which have caused the tensions. But what has it done? AAC wants industrial relations to be sound and orderly yet it is not prepared to remove the archaic structures which are the source of conflict.

It wants to publicly articulate its liberal views and distance itself from the deaths and violences, when the very cause of the problems emanate from the institutions it has created.

Given this, it is only when these institu-

tions are removed that industrial relations can be regularised.

Its empire has been built with the sweat and toil of black workers. Workers' rewards have been low wages, unhealthy conditions and often death.

To appease itself it regularly announces its good intentions or in its own words "at all times has tried to deal with the basic causes of tension" but its practices leave much to be desired.

In classic style AAC has continued to address the symptoms and not the causes of the problems on the mines.

The NUM does not subscribe to the view that animosity is inherent between groups of employees.

The NUM has since its inception presented proposals to AAC which it believes can address the substantive issues on conflict. But AAC has refused to implement the union's proposals. In typical liberal tradition AAC claims to know what is good for its workers since workers do not know what is good for them. How many workers must die, and how many "independent" commissions of enquiry must be held before the hostels, migrant labour and induna systems are dismantled as the first phase in the organisation of labour relations on the mines.

The NUM believes that only in a society where workers are in control of all aspects of their lives, including their lives on the mines, will conflict be eliminated. AAC, the entire mining industry and those in power should take note that the NUM intends to make the achievement of this its agenda for 1987.

'Resign union or else'

By Tim Cohen

National Union of Mineworkers (NUM) members at Randfontein Estates alleged this week they had been ordered to sign forms resigning from the union or they would not be re-employed — a claim denied by miner owners, Johannesburg Consolidated Investments (JCI)

A union spokesman said workers involved in the strike were handed a pre-printed form when they reported for work

The workers were told they either signed the form or they would not be taken back, according to the spokesman, who asked to remain anonymous for fear of victimisation

At least two miners refused to sign the forms. One of them, Mr Alphas Motseta, was hit in the mouth with the butt of a

rifle by a member of mine security, the spokesman said.

He was taken to hospital for stitches to his face and may have a broken jaw

Mr Jeremy Nel, the personnel director of JCI said he had no means of verifying the report but the claims could not be true

He said it was the policy of JCI that workers should have freedom of association. JCI was affiliated to the Chamber of Mines and was therefore party to the agreement that striking workers would be re-employed where their jobs still existed

Union members also claimed there was a sign in fanagalo outside the mine which denigrated the NUM and encouraged workers not to join the union

Mr Nel said this claim was "definitely not true"

29 NUM members on intimidation charges ⁽²¹³⁾

By Therese Anders, Highveld Bureau

MIDDELBURG — A group of National Union of Mineworkers members — many of them shaft stewards — yesterday appeared in court on charges arising from the NUM strike.

At Kriel 29 miners from various collieries in the Witbank area appeared on charges of intimidation

The cases were postponed until October 5 and the men were released on bail of R800 each.

NUM's Witbank regional organiser Mr Sipiwe Mzolo said the arresting of shaft stewards was a setback.

"Some mines are holding disciplinary hearings this week which means that workers are not being represented" said Mr Mzolo.

During the next few weeks NUM members are to appear in court in Kriel and Middelburg on a variety of charges.

NUM offices in both Witbank and Evander reported that most of the 500 000 union members in their areas were back at work but that at some mines new staff recruited during the strike was being kept on with management re-employing from their old staff "selectively"

3 900 quit OFS mine

MORE than 3 900 black mineworkers at Beatrix Goldmine in Theunissen in the Orange Free State, yesterday resigned and left the mine for their homes following faction fighting which left eight miners dead and at least 53 injured at the weekend.

A spokesman for Gencor, owners of the mine, yesterday said the men have quit presumably because they wanted to distance themselves from further conflict.

The cause of the faction fighting has remained unknown to both the management and the National Union of Mineworkers (NUM).

NUM's Press officer Mr Marcel Golding said they have been unable to find what sparked the fight because they were not given access into the mine by management.

The union has attempted to communicate with the mine management on the issue, including sending a telex message to them.

191/87
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Saved

NUM and Chamber plan talks

DIANNA GAMES

213

Bldwg

23/12/87

A MEETING between the National Union of Mineworkers (NUM) and the Chamber of Mines on violence on mines is likely to take place soon.

NUM spokesman Marcel Golding yesterday said the chamber had sent the union a letter asking them to clarify its position on violence.

The union's national executive wished to clarify its position to the chamber. It has prepared a detailed memorandum giving its position and perspectives on the issue, which has been forwarded to the chamber, he said.

Golding said the chamber had not yet responded. A chamber source said only that efforts were under way to set up a meeting with the union.

He said the NUM had made it clear it considered the matter of violence as serious.

The union has not yet responded to statements by Freegold mine chairman Peter Gush in his annual review that a programme of violence and brutality — including public executions — by certain union leaders and members towards fellow workers preceded the widespread NUM strike earlier this year.

An Anglo American spokesman said as negotiations were very delicate, they did not want to comment.

● Comment Page 4

w/g ARBUS 5/19/87

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NEWS

Positive end to strike — Wiehahn

by DICK USHER
Labour Reporter

THE positive effects of the mineworkers strike far outweighed the negative considerations and had a ripple effect far beyond our borders, according to Professor Nic Wiehahn.

Professor Wiehahn is one of the architects of South Africa's industrial relations system.

Speaking at a South African-German Chamber of Commerce lunch in Cape Town yesterday, Professor Wiehahn said one of the positive effects was that the strike had shown South Africa and her friends abroad that negotiation could work to resolve disputes.

"Different style"

If negotiation could resolve such an important dispute, it could work to create solutions in other areas.

Through the strike South Africa had entered a new era in negotiation, said Professor Wiehahn.

"It was a totally different style of negotiation out of which there were no winners and no losers," he said. "With the mines already preparing for next year's negotiations, it showed that people could learn from these exercises."

5/1/87
S.M.K.

Anglo places adverts on recent mine violence

By Sheryl Raine

The outbreak of serious mine violence for the first time in more than a decade on Anglo American-administered mines has prompted Anglo to place large advertisements in several newspapers today.

Anglo announced that 62 black mineworkers had died in a series of violent clashes in the last nine weeks and that it had launched a full investigation into the causes of the violence.

It said 33 workers had died at the Vaal Reefs mine near Klerksdorp since October 24, and 29 had died at the President Steyn mine in Welkom in the last three weeks.

Anglo has denied allegations by the National Union of Mineworkers (NUM) of management complicity in the unrest.

The last major incidents of tribal violence occurred on an Anglo mine in 1974.

After a thorough investigation, hostel residential arrangements were restructured on the mines to eliminate the emphasis on tribal groupings.

TENSIONS

However, many factors were at present increasing tensions on the mines, Anglo said.

Although much of the tension was ascribed to single-sex hostels and migrant labour practices, the state of emergency and general unrest in the country had heightened tensions.

Concern and anxiety over reports of repatriation of foreign workers had also contributed to the tension.

Other factors included frustration of better-educated workers, who were restricted by job reservation on the mines.

Anglo said it would continue to fight for the elimination of the basic causes of tension on the mines.

While Anglo had encouraged the growth of unions among mineworkers, it noted "recent disturbing trends of behaviour on the part of the NUM", which gave cause for concern.

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FOCUS ON THE MINING SECTOR

Strikes grow, job reservation goes

6/12/87. (213) ~~213~~

FOR gold producers, 1987 was the year of the big strike and, ironically, the year of the scrapping of job reservation.

The three-week strike in August stemmed from the National Union of Mineworkers' call for 30% salary increases

The Chamber of Mines was prepared to offer 18%. After much bitterness, the strikers returned to work on the Chamber's terms, but it was no fanfare victory

The strike had a marked effect on many producers. In the Anglo American stable, Ergo, Western Deeps, Vaal Reefs, Elandsrand and Freegold all reported adverse effects on production. JCI's Randfontein also suffered, as did seven of Gencor's 12 mines

The other large mining houses, Anglovaal, Gold Fields and Rand Mines, remained relatively unaffected by the strikes, as did those who are not members of the Chamber of Mines

Golden Dumps' producers and other mines, particularly the newer and smaller ones, negotiated the increases themselves, because their workforces are largely non-unionised

Mining taxation was examined cursorily in the report of the Margo Commission. The major recommendation by Margo was a change in the way capital expenditure is written off. At present this takes place in the year in which the expenditure is incurred, Margo recommended that it be spread over three years

This would not be of benefit to the mines. However, Margo suggested that a full examination of mining tax be undertaken before any changes are implemented

The safety aspect continues to be addressed, and lower day-to-day accident figures are apparent. Sadly, however, the year's mining disasters distort what would otherwise be an improving trend

During April, 34 coal miners died at an Ermelo mine, seven deaths were recorded at Randfontein Estates, a further seven died at Buffelsfontein in May and 12 at Coalbrook colliery. Western Deeps lost 15 lives in separate incidents. But the year's

By JULIE WALKER

worst disaster occurred in August, when an explosion at the No 10 shaft of St Helena caused the deaths of 63 miners

78 miners died in an outbreak of faction fighting at the start of the year

Profitability at the gold mines has been decreasing. Using data for the year to September 1987 compared to September 1986, only three mines improved their margins: Deelkraal, Beatrix and Driefontein Cons

Deelkraal improved its grade by 12% to 5.5g/t, Beatrix increased its grade by 3% to 6.3g/t while its tonnage was affected by labour dismissals, and Driefontein's grade improved by 13% to 12.1g/t

The recovered grade declined at almost every other mine. Only Elandsrand, East Rand Proprietary Mines and ET Cons managed any improvement. Marked declines were noted at Randfontein, 30% lower at 2.8g/t, although expected to increase, Cons Modder down by the same margin on much higher tonnage, and Buffelsfontein was 22% down at 6g/t on lower tonnage

The October crash hammered gold shares mercilessly

Losers on the year were Modder B, which had a rights offer to recapitalise following operating losses. Durban Deep also lost half its value and Simmers declined 45%

But even quality stocks lost considerably, much to the chagrin of those who thought quality meant immunity to share price slides. Southvaal, Vaal Reefs, Harties, Kloof, Randfontein indeed, none was spared the indignity

The year's winners were Primrose GM, which got new management and a new look. Considering the newly issued shares and a 20 for 1 split, the share price increased by 384%. Current trade is around 300c. Other shares with a higher price now than at the start of the year are ERPM, on its prospects, and Marievale. Marievale was 500c in January, 400c by August, but more than doubled to 825c on the announcement that it was to inherit valuable mineral rights from Genbel. The JSE's granite shares,

listed in the Metals and Minerals — Other sector, almost warrant a classification of their own. Starting last year with Cons Granite, which was renamed Johannesburg Mining in November 1987, there have been two additions, in Kudu and Keeley. The granite interests of the former Cons Granite are now listed under the name Marlin

Granite is almost all produced for the export market. It is in demand for the cladding of buildings, the bases of computer equipment and for the traditional monumental industry. South Africa's high quality of stone and the wide variety of colours available renders its products in firm demand

The growth for producers appears to be limited to the amount of stone they can produce, rather than the amount they could sell. The shares are a good rand hedge

Diamond gem De Beers performed well until the crash, when it was subjected to heavy foreign offloading. It climbed from a level of 3 400c at the start of the year to 5 915c in October, before plunging to a low of 2 800c. For foreign investors using the financial rand, the decline was cushioned. The Finrand rose from US21c in November last year to 31c now. In dollar terms De Beers is still trading at a higher price than it did last year

Coal was a black sector. In January the coal index stood at 1 240 points, a stark contrast to the January 1986 high of double that amount. It now stands below 1 000 points. Negative factors have been reduced exports, due both to sanctions and to world oversupply, and reduced domestic consumption by the traditionally larger consumers

Durable copper producer Palamin once again gave a polished performance. From 2 200c at the start of the year, it reached as high as 3 700c before giving up 950c in the crash. The latest results put the share on a dividend yield of almost 11%. The LME copper price has been climbing steadily

Samancor shares ran as high as 1 375c from a December 1986 low of 590c. The price came back down to around 750c, a level at which it traded for much of the year. Despite falling product prices and a rise in the value of the rand, the dividend yield is still over 10%



Defiant mineworkers vote to continue their strike

213

Miners dig in

2/8-2/9/81

TENS of thousands of black miners decisively rejected moves by South African mining companies to end their two-week strike for an average wage of around R500 a month.

The National Union of Mineworkers (NUM) was due to respond to a revised Chamber of Mines offer - of improved death benefits and holiday pay - on Wednesday night.

However, the chamber did not shift from their original wage increase offer of 23,5 percent.

It was clear from mass meetings on most of the 40 strike-hit mines yesterday that the 300 000 striking

miners are in no mood to call off the strike but compromised by lowering their demand to 27 percent.

It became increasingly clear that NUM general secretary, Cyril Ramaphosa, and his twenty-strong negotiating team had neatly turned the chamber's revised offer into an opportunity for their members to hold mass meetings - banned since the start of the strike 18 days ago - and to re-open links between strikers isolated on separate mines.

On Wednesday mining company sources had confidently predicted that

NUM's strike meetings were "just a formality" before ending the longest black miners' strike in SA history.

Ramaphosa said on Wednesday NUM was prepared to go to arbitration to settle the dispute.

Anglo American Corporation, the biggest of the six affected mining companies, are reportedly losing R4,8m a day from the strike.

This week it delivered back-to-work ultimatums to strikers at five more of its gold and coal mines - adding thousands to the 45 000 already facing

dismissal. Almost 6 000 has been sacked since the strike started - 2 000 of them to be replaced with recruits from Lesotho.

Church groups and trade unions are working to cut off the flow of "scabs" from Lesotho.

An announcement from the 750 000-strong Congress of SA Trade Unions (COSATU) was expected later this week on possible solidarity action.

Meanwhile, JCI released figures showing a 31 percent leap in profits over the past year and a dividend to shareholders up 25 percent.

South

~~JWA~~ 213

Looking for rules

The start of the second week of the National Union of Mineworkers' (NUM) strike saw it and Anglo American, at whose mines the NUM is strongest, meet to try and minimise violence

However, none of the issues that precipitated the strike, such as wages, were up for discussion. These are for the NUM and the Chamber of Mines to resolve, says Anglo



**Injured strikers . . .
can the violence be curbed?**

The chamber, meanwhile, reiterated its stance to NUM general secretary Cyril Ramaphosa. This followed press reports of NUM's willingness to re-open negotiations "provided no pre-conditions are set"

The chamber confirmed it was willing to negotiate the establishment of a provident

FINANCIAL MAIL AUGUST 21 1987

fund and improvements to the death benefit scheme, but not wages

It added "It is the chamber's view that when the opportunity was there to negotiate wage increases, the NUM did not negotiate in good faith and made a mockery of the negotiation process which preceded the establishment of the conciliation board, and also did not negotiate seriously at the two conciliation board meetings

"Throughout these negotiations the chamber's negotiating team had the strong impression that your union's negotiators were not really interested in arriving at a mutually acceptable settlement, but merely going through the motions to reach a formal deadlock to place your union in a position to threaten, and eventually stage, a lawful strike"

After three hours of talks at the Carlton Hotel on Monday, Anglo and the NUM agreed to meet again the next day — as the FM went to press

While the company described the talks as constructive, the union hesitated to call them positive "until agreement has been reached"

Anglo industrial relations spokesman Bobby Godsell said the union had presented eight proposals which the group needed time to consider. Anglo's conditions for a peaceful strike include: normal access to hostels, and management control of them, prohibition on the use of force; normal access to shafts, with designated picket areas if required.

However, Ramaphosa told a separate press conference immediately afterwards, the company's conditions were "not sufficient to return the mines to normal." It seemed the union would accept the company plan only if its proposals too were accepted

The union proposed that.

- The company should demobilise its security forces, remove them from the hostels and stop their patrols;
- The SA Police should not be called in on mine property in any circumstances, as they cause a great deal of provocation;
- Charges should be dropped against all arrested workers (23 at Ergo, 100 at Western Deep) as a sign of good faith;
- A monitoring system with an independent arbiter should be set up to rule on breaches;
- The mines must be open to the media to see where violence emanates from;
- An end to strikers paying for food and accommodation,
- The immediate release of those allegedly held against their will in company security barracks; and
- Compensation for all injured

"If the company meets these, the prospect of violence will be lessened," said Ramaphosa. The union said it was prepared to put the company's proposals to members.

Before going into the second meeting, Godsell indicated that the company would not be able to meet all these conditions. Yet it would try to work out ground rules for peaceful conduct of the strike and find some constructive role for the union to play in de-escalating violence.

Godsell claims "a slow but significant return to work" at some Anglo mines, but won't say which

He also points out that reports claiming the mines, collectively, are losing some R93m a day as a result of the strike are crude — though Anglo is taking "significant losses" Estimating losses is complex and involves a number of factors, such as ore reserves on surface and underground, and the capacity to change ore grades ("high-grading") Nor does the figure reflect savings in the form of wages that would otherwise be paid out

The Gencor group said on Monday that attendance at a number of its mines has "improved significantly"

At Bracken near Evander, where almost the whole work force was on strike last week, more than 70% have returned to work, claims Gencor, adding that others are returning after going home at the weekend. At Leslie, attendance has risen from about 30% to over 60%, and more than 1 000 employees who were on strike have returned to work at St Helena, bringing attendance to over 60%

According to Gencor, the situation at Unisel, where absenteeism rose to 25% last Thursday, has returned to normal. Attendances at Kinross, Winkelhaak, Grootvlei, Marievale and Stilfontein remain "poor."

Beatrix, Buffelsfontein and West Rand Consolidated have not been significantly affected, the company says. On Tuesday, it reported a further drift back to work.

According to the chamber, all Rand Mines' gold mines are functioning normally, although some of its collieries are affected. Gold Fields and Anglovaal claim all is normal at their mines

The chamber said on Tuesday its estimate of the number on strike remains 230 000, or 40% of the black work force

LABOUR 'FACES MORE BLEEDING'

"We will definitely still have many bleeding noses in this country, especially in the field of labour."

"Only when employers and employees can cooperate with each other and strive for a common goal - the welfare of the people and the country as a whole - can problems in South Africa be ironed out in the economic sphere and, to a certain extent also on the political level."

After a tough year and an even tougher strike, Bobby Godsell can make this statement with considerable insight and conviction.

What caused him to be interested in trade unions?

"I attended university with a group who showed strong interest in labour matters, through bodies like Nusas' Wage Commission which investigated what people should earn and what they were paid."

"The majority of my fellow students at university became involved with the trade union movements or with labour legislation."

Black sheep

"Some became important people, big names like Alec Irwin and others. To an extent, I became the black sheep of that group at Natal University because I landed in management," said Godsell.

"Since I became part and parcel of industry, I have become more and more spellbound by the process of creating welfare. To me it is the important thing that must happen in this country," said Godsell.

Is he not talking about the redistribution of wealth?

"No. To me it seems as if there should be a balanced accent on the creation of wealth in a healthy society."

"This does not concern the redistribution of wealth as such, but the responsible and productive application thereof."

"The elimination of poverty, the creation of a decent existence for every South African where everyone can have a house, can send his children to a good school, can live in a decent residential area, can be assured of adequate health care - these things are important."

Dangerous

He thinks it would be politically dangerous to concentrate mainly on taking the existing wealth away from those who have it.

"In fact, we do not have such wealth. When you analyse it statistically, South Africa's gross income per capita is some R4 000. It is not a rich country. This will not provide a house and a school and health services for everyone," said Godsell.

"It is very important to have a complete enveloping democracy where all South Africans can decide on how to spend taxpayers' money."

"But during these talks on how the money should be spent, we must not lose cognisance of how that money should be earned."

"Should one look at successful developing countries, you will note they are countries which gave careful attention to their production sources and which assure that their group welfare comes from the growing creation of wealth," said Godsell.



During the recent miners' strike - the most serious strike ever experienced in South Africa - the name of BOBBY GODSELL (right) was often mentioned during the negotiation process. As Anglo American's Consultant for Group Industrial Relations and Public Relations he served as Anglo's chief negotiator during the strike.

As regards the strike by thousands of members of the National Union of Mineworkers, Godsell said "Make no mistake, it was a fearsome period."

"It could have ended very badly. The result was not what I would have preferred, but that is the way it turned out," said Godsell.

What would he have preferred?

"The strike should have ended earlier, with less damage to the industry, fewer people dismissed and with what I would describe as a more honourable agreement."

"But I guess while communities still find themselves in a growing

up process, a period of bleeding noses would be unavoidable," he said.

Godsell describes Cyril Ramaphosa, general secretary of the National Union of Mineworkers - his counterpart at the negotiation table during the tense strike - as "a very impressive man".

He also expresses considerable respect for NUM.

"I respect the trade union and its national leadership. It grew within five years to a trade union with 350 000 members."

"I think the NUM and the Chamber of Mines and also Anglo American, share a common problem."

"We are all living during a very difficult phase in South Africa's history and this causes a very ordinary wage dispute, which it was to a certain level - blown up to a political bone of contention with racial undertones."

"The right to strike and the right to dismiss (workers) form an inherent part of democracy," according to Godsell.

"However, in South Africa we will have to balance the robust exercising of these rights or weigh them up to the damage which it may cause the economy and the community."

"Many people lost jobs and money during the

strike. A country which is basically poor and which must become much richer, cannot afford this," he said.

"I think it is quite possible in the South African context to develop what can be called a participating trade union."

"This would mean a trade union which will fight extremely hard - as it should do - for things such as dignity, job security and improved wages."

"But it will also have to keep the common aims in mind which bind management, shareholders and workers together - to create wealth, or to enhance values."

Can trade unions be advantageous to South Africa?

"Without trying to be disrespectful, there are a considerable number of wounds on both sides in the mining industry."

"But I firmly believe and I saw it happening, that it is really possible to solve conflict by compromise. If you can balance anger with reason, it can work."

"The exciting aspect about black-white contact in industry is that a functional interdependence exists between them. We need those workers, those specific workers with their expertise and know-how."

"On the other hand they need their jobs. This interdependence, I hope, has the ability to transcend the barriers of race and politics."

But is there any confidence to build on?

"No. It has been destroyed too often. Confidence must be created and, once again, the way to create it is to create a common interest, like education and security."

Confidence

"If everybody can jointly work and strive to achieve this, confidence can be restored slowly."

"It is wrong to think in terms of the dark period of apartheid and a paradise in the post-apartheid period. This process must proceed step by step."

"A strike can be a step in the right direction if both sides are prepared to learn from it."

"We are counting the costs of this year's strike in terms of millions of rands and lost jobs and lost income."

And Cosatu? "We have spent much time in South Africa on what Van Zyl Slabbert calls 'politics of virtue'."

"We either praise our own virtues or we attack others for lacking virtue."

"To my mind Cosatu often falls within this sphere of moral politics."

"They talk about what the South African government should not do, apartheid should do, apartheid should do. We must rather concentrate on practical matters which can be done."

To an extent, we are all victims of our history. We cannot escape it by shouting at each other."

Bobby Godsell is very religious and says Christianity forms an integral part of his identity as a human being.

He believes in meaningful action and has a purpose in life - to build a future.

He and his wife have two daughters (aged two and four years), and he firmly believes in their future in South Africa.

"I would not rear my children in any other country. Here are risks but we have enormous moral opportunities in this country."

South Africa offers unequalled opportunities for children to grow up with things to believe in, to fight for," said Godsell.

Future

And his future? "South Africa is in my blood. I am 35, I don't have as many options as somebody of 25, but I find it exciting to be part of the mining industry."

"However, I shall always have to be part of the humane side of wealth creation and therefore I would not like to move too far away from labour relations."

Final dividend 155c

Strike action knocks Freegold

JOHANNESBURG. —

Freegold's final dividend of 155c for the six months ended September 30 resulted in a total dividend for the year of 310c. The group's available profit for the year ended September 30, was R354,6m (R397,2m) or 305,2c a share (341,9c a share).

Freegold attributes its slightly lower gold production and reduced available profit to a number of disruptive events which occurred during the year, culminating in the strike called for by the National Union of Mineworkers.

Available profit for the quarter ended September 30, 1987, at R93,5m shows a 15,7% increase over the previous quarter's R80,8m.

This was largely the result of a higher gold price received, and increases in both sundry income and metallurgical-scheme profit.

Tonnage milled fell by 16,2% to 5 079 000 tons (6 061 000 tons) largely because of industrial action but, because average grade increased by 5,2% to 4,42 g/t (4,20 g/t), the fall in gold production to 22 465 kg (25 436 kg) was restricted

to 11,7%.

Reflecting Freegold's ability to control its costs and because of the lower tonnage milled, total costs fell by 5,3% to R467,0m (R493,2m). However, unit costs increased slightly as a result of the reduced tonnage.

Capital expenditure increased during the final quarter to R173,1m (R105,6m) to compensate for a lower level of expenditure during the previous quarter.

Provision for taxation decreased to R2,6m (R7,6m) whilst net sundry income increased to R22,4m (R11,4m) as a result of dividends received during the last quarter.

These factors enabled Freegold to boost profit after tax by 37,0% to R249,6m (R182,2m).

Freegold's north region gold production decreased to 10 562 kg (12 310 kg) as a result of the drop in tonnage milled to 2 155 000 tons (2 572 000 tons) and in spite of a slight increase in average grade to 4,90 g/t (4,79 g/t).

Total costs fell to R220m (R248m) and capital expenditure at R68,9m was higher than that of the previous quarter's R29,0m. The

region's profit fell by 7,4% to R96,0m.

Freegold's south-region gold production fell by 9,3% to 11 903 kg (13 126 kg) also a result of the lower tonnage milled at 2 924 000 tons (3 489 000 tons) and in spite of the 8,2% increase in average grade to 4,07 g/t (3,76 g/t). — Sapa

CME TAFE
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Interest

300 000 set to strike

SVEN LUNSCHE and
MIKE SILUMA

In less than 24 hours South Africa's mining industry will be facing the worst labour disruption in its history, with up to 300 000 workers expected to go on a wage strike tomorrow.

About 200 000 National Union of Mineworkers (NUM) members will go on a legal strike at 28 gold and 18 coal mines, but approximately 100 000 will be joining them at mines where the NUM is not recognised.

And so far, the Chamber of Mines, which represents the country's major mining houses, has produced no concrete evidence of how they will keep up production.

No comment had been received from the chamber by the time of going to Press.

Sources say the mining houses are hopeful of a quick solution to the strike, but the mines are not unprepared for these developments, which could have serious repercussions for sales of bullion in Europe, the United States and the Far East.

STOCKPILED

Mining analysts point out that most mines have stockpiled the equivalent of a month's coal and gold production as a cushion against any possible large-scale disruption.

A senior mining analyst at a Johannesburg stockbroking firm estimated that not more than a fourth of South Africa's total production of two tons a day would be affected.

He said the strike would be most effective at the labour intensive mines of the Western Transvaal and the Free State, "but even if every single NUM member stayed away, it would cost the mines at the most R15 million a day."

"The industry is in a fairly strong position and has the potential to quickly make up lost profits, just by slightly improving the grade of ore produced," he added.

A similar trend is evident at the coal mines. Analysts estimate that the production of at most 15 000 tons a day would be disrupted by the strike — South Africa produces roughly 160 million tons a day.

In a move that could cost the mining industry millions, the NUM has instructed its 200 000 striking members to leave mine premises and go home when the wage strike begins tomorrow.

The dramatic decision was announced by the union at a Press conference yesterday following

Mining houses may lose millions

the failure of the Chamber of Mines to give undertakings that there would be no interference with the strikers.

The union had given the chamber until 8 pm on Thursday to give the undertakings, a deadline extended to 3 pm yesterday.

Because many of the miners come from areas far from their places of employment, including neighbouring states, it could take the chamber days, even weeks, to return the situation to normal.

Late yesterday the NUM said a chamber response, issued after the Press conference, would not lead to a reversal of the decision.

Union boss Mr Cyril Ramaphosa told the conference that although the union had contingency plans for the miners' transport home, it could take up to three days to ferry all the workers home, adding that workers at mines where the union was not recognised might join in.

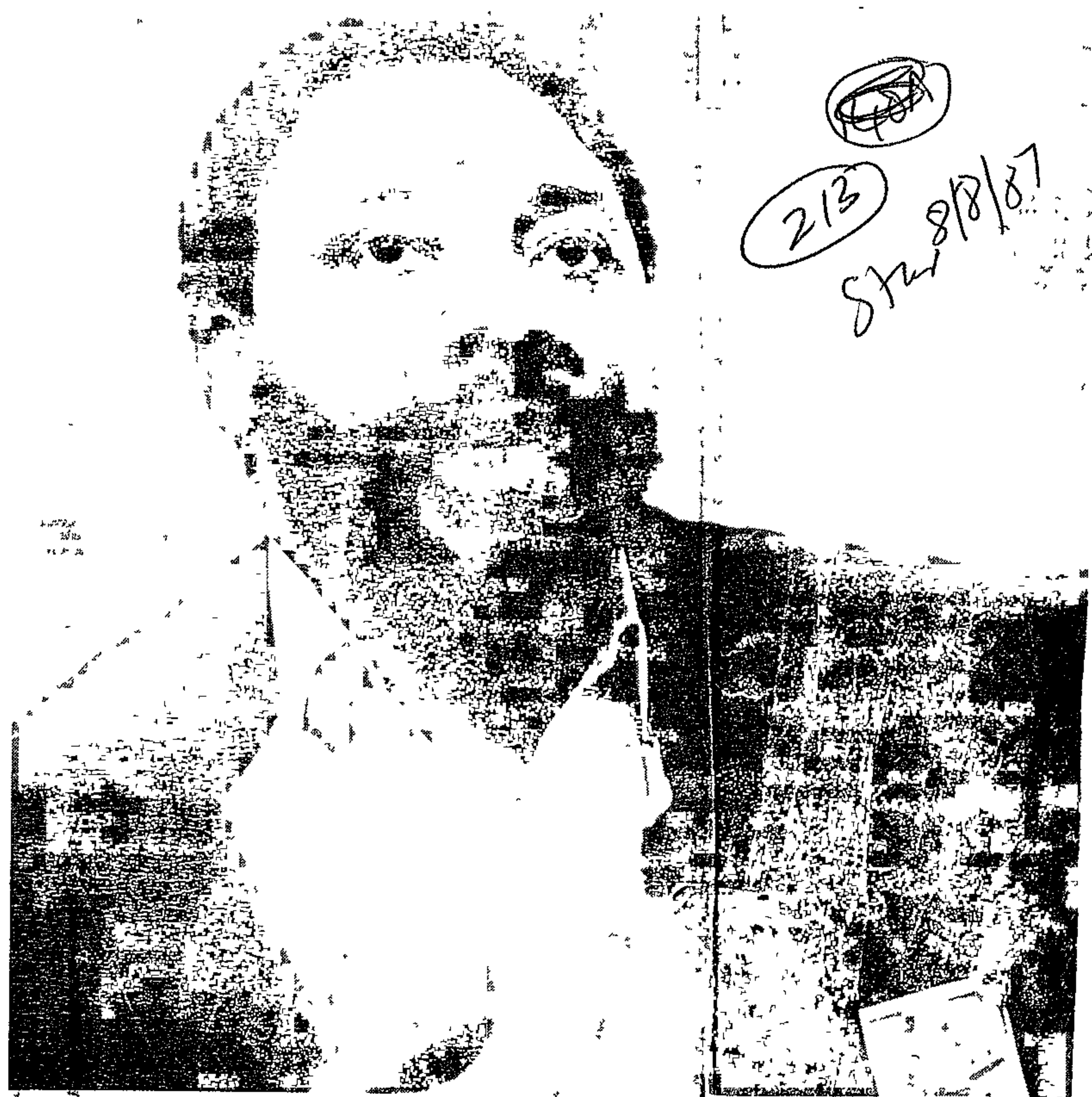
Undertakings sought by the NUM included that members would be provided with free food as usual, that the chamber guarantees freedom of movement for both strikers and NUM officials, that mine security personnel do not enter hostels unless accompanied by union officials, and that the chamber does not invite police and security forces on to mine premises.

"Members, for fear of losing their lives, being injured and being starved to death, chose to go home during the duration of the strike. When the strike begins our members will pack their bags and go home," said Mr Ramaphosa.

In reply, the chamber denied that mine management and security personnel initiated violence.

It said experience had shown that NUM officials and members had been the source of violence on the mines.

"In recent months, this violence has even assumed the form of both murder and kidnapping for which members or officials of the union were held by the courts to be liable.



MR CYRIL RAMAPHOSA: Union has plans to ferry workers home to outlying areas once the strike begins.

"Management will not tolerate violence being used to intimidate those who do wish to work and will protect them," said the chamber, again urging the union to call off the strike. A spokesman said workers would not be prevented from going home.

● The NUM decision could force a rethink of the chamber's strategy as it is believed that it was banking on a strike of short duration as has been the case in previous years, and also on stockpiles of both gold and coal ore.

Clearly anticipating a protracted strike, Mr. Ramaphosa said he did not believe that stockpiles, where they existed, would "last for long".

● NUM members' demands include a pay increase of 30 percent, against a chamber offer of increases between 16 percent and 23.4 percent.

JCI mine counts cost of strike

PETER STACEY
Mining Editor

RANDFONTEIN Estates Gold Mine's production in the September quarter fell 9.8%, mainly as a result of strike action by the National Union of Mineworkers.

Director Kennedy Maxwell described the three-month performance as "disastrous". Current production levels have not yet fully recovered from the strike, he said.

However, JCI's other producing gold mine, Western Areas, increased output, from 881 000 tons in the June quarter, to 950 000 tons. Maxwell rejected NUM's earlier claims of "substantial" labour disruption on the mine. He said stayaways affected only a few hundred workers.

The Western Areas improvement in output, albeit from a low base after sporadic labour action and go-slows in earlier months, was achieved with sharply reduced reliance on surface stockpiles — supplementary ore from this source was down to 26 000 tons, compared with 70 000 tons in the June quarter.

RANDFONTEIN, on the other hand, suffered a 6.7% drop in recovery grade, to 2.8g/t (3.0g/t), as more surface dump and slimes dam material was substituted to maintain mill throughput.

Lower production performance and higher costs

contributed to a 44.9% lower taxed profit of R36.97m (R99.97m) for the quarter and, after tax and capital expenditure, the mine reported a loss for the quarter of R5.66m (June quarter — R23.55m profit).

Mill throughput totalled 1.73-million tons, compared with 1.92-million tons in the June quarter. Of this, dump material accounted for 629 000 tons or 36.3% (June 611 000 tons — 31.8%). Gold production fell 15.9% to 4 847kg (5 760kg), while the price for the metal firmed 3.1% to R30 404/kg (R29 486/kg).

Capital expenditure in the September quarter totalled R42.5m (R43.4m) and Maxwell says management are "trying to temper capex and looking at a revision downward for the year".

He says the target is to restrict the capital spending in the current year to June to R170m, compared with R235m in 1986.

Marginal WESTERN AREAS' grade dropped from 3.5g/t to 3.4g/t and attributable losses, after capital expenditure, rose to R13.8m — compared with a loss for the previous quarter of R12.4m before adding back a R6m rebate from JCI on the controlling company's service and management fees for the year to June.

Maxwell says the lowering of the service charge negotiated with JCI is at this stage a "one-off" and could not comment on the possibility of a lower level of fees being charged to the mine in future.

H J JOEL, the group's new mine south of Welkom, also suffered setbacks in the quarter, with dip faulting and reef displacements encountered. Maxwell says this will affect the establishment of an ore stockpile and delay by two months the start of production, originally hoped for early next year.

Grades sampled over 238m of development have not been up to expectation, averaging 547cm g/t — or 5.47g/t at a planned stoping width of 1m. Sampling to date has been on strike in an area of very narrow seam width, and better values are expected from up dip and down dip prospects now being developed.

JCI Gold Mines Sept Quarter	Tons milled 000s	Yield g/t	Gold produced kg	Costs R/t	Costs \$/oz*	Costs R/kg	Rev \$/oz*	Rev R/kg	Net profit R000s	Profit after capex R000s	EPS after capex cents
Randfontein	1 731	2.8	4 847	65	353	23 382	459	30 404	36 884	(5 662)	(93)
June	1 920	3.0	5 760	55	278	18 415	445	29 486	66 966	23 552	385
West Areas	950	3.4	3 230	101	480	31 772	448	29 698	(2 956)	(13 783)	(34)
June	881	3.5	3 084	115	496	32 860	434	28 747	(3 832)	(12 346)	(31)

* Standard Bank average exchange rate \$0.4855 Sept quarter
 ■ June comparative figures exclude a R6m rebate on JCI service fees for year to June 1987

MINING

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Gencor profits hit by strike

By TOM HOOD, Business Editor

DISRUPTION at Gencor's 12 gold mines by the three-week miners' strike boosted unit costs and trimmed taxed profits by R27-million in the September quarter.

Gold production fell by 8,7 percent from 23 730kg to 21 832kg due to the lower tonnage and a decrease in the average yield from 4,7g to 4,5g per ton.

Milling was done from surface ore stockpiles on some mines so that the tonnage milled dropped by only five percent.

But higher prices — over R30 000 a kg — received by the mines cushioned the losses.

Total profits dropped by 17 percent to R128-million from R155-million in the June quarter.

Total taxed profit of the group's "normal" mines fell by 18,3 percent from R138-million to R113-million.

Taxed profits of its marginal mines was down by 7,6 percent from R17-million to R15,7-million.

"Bearing in mind the strike disruption in the past quarter, these results are satisfactory," say the directors.

Total working costs increased by 12,6 percent from R18 682 to R21 033 a kg, mainly due to wage increases.

Only two of the normal mines reported higher taxed profits — Winkelhaak's up R6-million from R29-million to R35-million, and Unisel's edged up to R12,7-million from R12,1-million.

All other normal mines had lower

earnings compared with the June quarter.

Beatrix's earnings were R16,8-million against R29-million, Buffelsfontein R16,9-million (R28,8-million), Kinross R16-million (R20,7-million) and St Helena R14,6-million (R18-million).

HIGHER EARNINGS

Two marginal mines reported higher earnings — Bracken from R2,4-million to R3-million, and Leslie R2,7-million (R2,5-million).

Lower profits came from Grootvlei, R2-million (R2,6-million); Stilfontein, R6,9-million (R7,9-million) and West Rand Cons R1,3-million (R1,8-million).

At St Helena, where 63 workers died after an explosion in August, recovery operations at the Number 10 shaft are continuing, said Gencor.

This low-grade shaft, which is in its initial stages, will be recommissioned in around eight months, say the directors.

● New Central Witwatersrand Areas is raising its final dividend to 81c from 76c for the year ended September for a total payout of 128c against 119c last year.

Investment income rose from R2,21-million to R2,42-million and earnings amounted to R2,28-million (R2,12-million), or 129c a share (119,9c).

Market value of the company's listed investments at September 30 was R69,84-million (R53,64-million), which is R68,1-million in excess of book value.

'The hungry for the dissatisfied on mines'

By SOUTH CORRESPONDENT

WHEN word flashed through the mountain villages surrounding Maseru last Thursday that TEBA (The Employment Bureau of Africa) was looking for recruits, Aaron Mokele knew it was his chance, possibly his last, to get back to the mines.

And he knew that the mines were his only real chance of ever earning a living, although he has completed Form Four in a country where most people do not get past Form Two.

Only one in ten of the men from Hamolipa, his home village of about 300 households 48km east of the Lesotho capital of Maseru, have found jobs in Lesotho. The rest work on the mines, used to work on the mines or are waiting to work on the mines.

Flashed

So when word flashed through the villages, where even the old men no longer plow because it is too dry, Aaron went. Even though he has been a miner and has been on strike. And even though he knew that the call from Teba was for scabs, to work in the place of their brothers fired for striking, says Aaron, 'not to get rich, but to stay alive.'

"The cost of living has eaten into the the miners pay. They needed the increase."

But TEBA, which recruits throughout Southern Africa for men to dig in South Africa's mines, wasn't looking for experienced miners, as the rumours said, but were taking anyone, processing them so fast, Aaron said later, that 50 or 100 men were examined by the doctor in 10 minutes.

The TEBA clerks worked until 10 pm on Thursday, started at eight the next morning, and went straight through to 11pm, processing 800 men in the bureau's Maseru office alone before the weekend.

Another 1200 were recruited at its other offices in Lesotho. Two thousand more in the Transkei, Kwazulu and South Africa's other black homelands.

Aaron was too far back in the queue, so he didn't get a job.

He went back to Hamolipa and was there the next day when his friends, Maratoanye Chabedi and Sotho Mashetla got off the bus from Maseru, having first taken the bus from "Western Holdings No 1" where they lost their jobs for striking.

Heart sore

"It makes my heart sore that my brothers are going to the mines to take my job and get the money I was earning," says Chabedi.

"I told them there is no security there and a lot of intimidation. The mine security are moving around with guns and that they could be killed."

Chabedi got his chance to go to the mines only through the happy coincidence of his soccer skills and the weakness of the Western Holdings XI's defence.

He was 23 when the call came, and has spent just 19 months at Western Deep No 1.

Most of the young men from Hamolipa go there, or to Vaal Reefs No 6, both Anglo American mines and the first two singled out by the company for mass dismissal.

More than 4 000 strikers were sacked from the two shafts when Anglo, the dominant force in South Africa's mining industry and owners or controllers of more than 60 percent of the companies listed on the Johannesburg Stock Exchange, said

that the two shafts were marginal workings.

But while Chabedi and Mashetla were travelling home, say Aaron and other young men from Hamolipa, TEBA was recruiting men for Vaal Reefs number 6 and Western Holdings No 1. Clerks at the TEBA office agreed that this was true but Anglo American didn't.

"We're just housing the men at the hostels at the two shafts. They are not working there," said company spokesman James Duncan.

Not reopening

"We are not contemplating reopening them at this stage."

Seth Sehlego, one of the Lesotho officials of TEBA in Lesotho - a White South African runs it - disagreed.

"They were definitely recruiting for Vaal Reefs No 6 and Western Holdings No 1," he said.

Whatever the reality behind the sackings - and 45 000 more are looming as the strikes moves through its third week.

They sent Chabedi and Mashetla home with literally nothing in their pockets but their busfare. With his wife and now 13 month old Fumane to feed, he cannot rely on his father.

"I must go back to the mines." He believes the miners will win. "The shaft stewards told us we would win and go back to work. If they go back with the 30 per cent the National Union of Mineworkers are demanding, he will earn between DLR199 and DLR231 a month, depending on his shifts."

Mashetla too believes the miners will win and he will go back to the Northern Free State goldfields as an underground locomotive driver earning DLR228 a month, DLR 28 above the average.

Until then, they will get nothing - strike funds are illegal in South Africa, so the union cannot pay them. Strike funds are legal in Lesotho, but there is no money.

Backbone

The migrant miners themselves are the backbone of the economy, their earnings on the South African mines accounting for 52 percent of Lesotho's annual Gross National Product (GDP).

The 180 000 miners - who make up quarter of the entire South African mining workforce - represent about 60 percent of all employed people in Lesotho, a country which, by one estimate, has an unemployment rate of 78 percent.

Thus when the TEBA office in Maseru opened on Monday morning, its 800 vacancies long since filled, more than 5000 men were packed in the street outside.

In neighbouring Transkei, the biggest single supplier of labour on the mines, they call going to the mines "taking a join".

Taken a join

"Until you've taken a join, you can't settle down and marry. People won't listen to you as an adult if you don't," explains a Transkei migrant.

Daniel Ramakhula, president of the Lesotho Union of Employees of Recruiting and Allied Agencies and a clerk in TEBA's Maseru office, said after a long, unhappy day of recruiting new workers for Western Holdings No 1. "We support NUM in its demands."

340 000 out in biggest strike

MINERS, BOSSSES, STAND FIRM

By
NAT DISEKO
and THEMBA
MOLEFE

Going home



WAITING Mineworkers at Randfontein Estates wait for transport to take them back home in the rural areas.

MORE than 340 000 miners are on strike and other workers were prepared to make sacrifices because the issue at stake is a living wage, the National Union of Mineworkers said yesterday.

Mr Cynl Ramaphosa, NUM's general secretary, told a Press conference in Johannesburg that his organisation had made all approaches to management that any decent trade union could NUM was still open to negotiations, he added

"The workers will take as long as it takes to attain their goals Our demands are negotiable and we still give the Chamber a chance," Mr Ramaphosa said

The Chamber of Mines' view has been that in percentage terms the increases that miners received last month were good and that it had no intention of granting a further increase

The NUM strike is the biggest of its kind in South Africa's labour history

Mr Ramaphosa said while it was "obvious" that not all miners would

leave the mines and go home, strike committees at different mines would give direction to those who remained

There were workers like those who came from Mozambique who could not go home because of the problems at the border with South Africa

Valid

Asked whether he thought it was the mine's obligation to feed striking workers, Mr Ramaphosa said the workers had to be fed by the mine because they were absent from work because of a valid reason as required by their contracts

In a statement issued yesterday, NUM accused management of making attempts to break the strike The union alleged

• Fake pamphlets were distributed in the Klerksdorp region

• To Page 6

Miners stand firm

• From Page 1/42

informing workers NUM's national executive committee had called off the strike,

• Union members involved in organising the strike at Buffelsfontein Gold Mine, Randfontein Estates, Braken Gold Mine and at Vaal Reefs, have been arrested In all, nine NUM members have been allegedly arrested,

• Mine workers attending union meetings have been attacked One worker has been injured at Lorraine Gold Mines after mine security fired rubber bullets, birdshot and teargas,

• The union's offices in Westonaria and Klerksdorp have been raided, and

• Workers have been forced to go underground at gunpoint under the pretext that other workers who wanted to work required protection

Killed

NUM claimed that a man had been killed at the Lorraine gold mine

The union also said NUM officials have been unable to gain access to union members because the Chamber of Mines members have erected roadblocks to seal off the areas

Mr John Imrie, of the Chamber of Mines' public relations department, yesterday said he could not comment on allegations about what had happened at individual mines

11/8/77 Score for 1/9/11

Score 2/13

2/13



Judgment reserved in GESA/NUM issue

JUDGMENT was reserved yesterday in the Transvaal Supreme Court in an application by Gold Fields challenging an Industrial Court order obliging it to facilitate a strike ballot at four of its mines.

The order was made in favour of the National Union of Mineworkers (NUM) last year and followed the declaration of a wage dispute.

Gold Fields argued before Mr Justice L Harms that the Industrial Court had misdirected itself in making the order because the NUM had not established a clear right to hold a

ballot

● In another development related to the wage dispute, an NUM spokesman reported yesterday that miners at Gold Field's Kloof mine were notified this week that they are to receive wage increases soon.

Gold Fields industrial relations spokesmen could not be reached yesterday to confirm the planned increases nor to comment on the reasons for them.

ALAN FINE

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Strike spreads across Reef

Investors shy away from gold shares

Dispatch Correspondent

JOHANNESBURG — Mine managements have confirmed that the National Union of Mineworkers strike spread yesterday to another six mines and other installations. However, workers at another two mines returned to work.

About 150 of the Rand Refinery's 360 employees took strike action yesterday, according to the Chamber of Mines

Johannesburg Consolidated Industries (JCI) said 1300 employees at the Tavistock and Phoenix sections of Tavistock collieries failed to arrive for work. A spokesman said the strike was unlawful as the NUM was not recognised there.

He also confirmed that 1600 Consolidated Murchison workers began a strike over a separate wage dispute.

Anglo American's Mr Peter Gush said yesterday for the first time that all of its gold mines were affected by the strike.

The company reported that more than 1000 workers at the Ergo and Daggafontein plants also joined in. Anglo received a Supreme Court interdict for the eviction of Ergo employees from company premises after allegations of sabotage.

Anglo said the union has rejected a 16,1 per cent to 19,5 per cent wage offer which would take the minimum to R614.

Workers, who are staging a sit-in, would be given "time to leave peacefully".

Management denied NUM claims of strikes at West Rand Consolidated and Simmergo.

Operations at Anglovaal's Loraine gold mine returned to normal after about 2000 strikers met a management ultimatum to return, and 350 at Gold Fields' New Clydesdale Colliery also returned.

● The Daily Dispatch correspondent in Johannesburg reports that while the strike is supporting the gold price, trading in gold shares turned cautious on the JSE yesterday as investors, particularly in London and New York, showed concern over the impact of the strike on gold mines.

● The NUM secretary general, Mr Cyril Rama-

phosa, said yesterday that six strikers at Anglo American's President Steyn gold mine were injured by when mine security assaulted and opened fire with rubber bullets on them.

Anglo OFS gold chief, Mr Lionel Hewitt, said at a media conference last night the security personnel were accompanying a management employee who wished to distribute a communication to strikers.

They found the hostel gates had been taken over by strikers who denied them access. They forced their way in and had to use rubber shot to disperse a hostile group of workers.

● At a media conference, Anglo's Mr Bobby Godsell said the minimum wages in the group's gold and uranium division were, since the 23 per cent increases on July 1, now R289 and R330 for surface and underground workers respectively.

Average black wages were R475, and R523 taking into account ser-

vice, bonus and overtime payments.

● Sixty-eight of the 78 NUM members arrested at Klerksdorp on Wednesday were granted R1000 bail each yesterday. The union said two of the remaining 10 were being held in terms of the Internal Security Act.

The fate of the other eight could not be established.

● A Witbank colliery and a major production shaft of Welkom's Free-state Consolidated Gold Mines (Freegold) are facing closure as a result of the mine strike.

More than 2000 workers stand to lose their jobs at Freegold's Western Holdings No 1 Shaft unless the striking employees return to work.

"Unless the striking employees return to work within the next few days and the desired level of production can be achieved, stopping operations at this shaft will have to cease," a spokesman said.

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Mines in the Transvaal and Free State feel the bite

Thousands

need strike

call — NUM

10/9/27
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span
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[scribbles]



On the brink of strike action . . . National Union of Mineworkers officials spell out their position to the Press. They are (from left) president Mr James Motlatsi, general secretary Mr Cyril Ramaphosa and assistant secretary Mr Marcel Golding.

The National Union of Mineworkers (NUM) claimed today that 280 000 of its members were on strike at mines in the Transvaal and Free State.

The strike began amid allegations of intimidation by both the union and managements.

At least seven workers have been reported injured and a number arrested. A spokesman for Anglo American said early indications today were that there had been extensive strike action at the group's gold mines, and significant industrial action at collieries, particularly in the Witbank area.

NUM said today that in action with 100 000 workers in the Free State stayed away in the Free State goldfields, 34 000 in Carletonville, 25 000 in Westonaria, 9 000 on the Witwatersrand, 31 000 in Secunda, 70 000 in Klerksdorp and 20 000 in the Witbank area. Strike-related incidents mentioned by the NUM included pamphlets being distributed in the Klerksdorp area purporting to come from the NUM and calling the strike off.

The arrest of eight workers at mines in the Transvaal. Raids on union offices at Westonaria and Klerksdorp. The shooting of a worker at Anglovaal's Lorraine Mine in the Free State. An Anglovaal spokesman said a miner was hit in the legs when mine security at Lorraine fired rubber bullets to disperse an "unruly mob". He said the incident was not reported to mine management as the injured miner had reported to the provincial hospital in nearby Oendaalsrus. The situation at Lorraine and another four Anglovaal mines was quiet, the night shift having gone down "as normal".

'Intimidation'

NUM assistant general secretary, Mr Marcel Golding, claimed that workers had been forced underground "at gun-point" at Vaal Reefs' No 8 shaft. He said workers at JCI's Randfontein Estates Gold Mine had refused to go down last night and many had returned home "voluntarily" to avoid confrontation. Mines where workers refused to go down included Anglo American's Western Deep, Deelkraal and Elandsrand mines, and Gencor's Winkelhaak, Kinross and Braeken According to the Anglo American spokesman, there had been incidents of intimidation at some mines, with violence breaking out "between strikers and those wishing to go to work". Six workers had been injured, two seriously. "At a hostel, NUM officials have taken over a kitchen. Also, there has been interference with normal access to shaft hostels and change rooms," he said. Gencor said attendance at its Evander mines was "poor", but most workers at Gencor mines had reported for work. Gold Fields reported last night that shifts at its operations had gone down as usual, adding that it was too early to give an accurate indication of attendance.

The NUM said pamphlets had been distributed on NUM stationery, informing workers that the union had "decided not to go ahead with the proposed strike". See Page 9.

CAPE TOWN — Minister of Manpower Mr Pieter du Plessis said today he and his department would not interfere in the mining strike, but they would be available to help resolve the dispute. Approached for comment on the strike, Mr du Plessis said "We never comment on strikes. This is a legal strike and it is a question purely for the National Union of Mineworkers and the Chamber of Mines."

"I only hope it is an orderly strike and there will not be any disruptions. We will not interfere because we regard strikes as a matter purely between employers and employees. But if we can be of any assistance to resolve the dispute we will always be available." — Political Correspondent.

Stoppage closes plant

213 W POST 8/18/87
EAST LONDON — The Port Elizabeth and East London Everite plants were closed this week when workers went on strike in sympathy with striking workers in the Transvaal

Everite's East London manager, Mr Ed Koller, said 300 people were on strike in East London and Port Elizabeth

The majority of the strikers were in East London with about a dozen in PE. The East London plant closed on Wednesday and the PE plant yesterday

Mr Koller would not comment on the cause of the strike

● All black staff of the Wild Coast Sun in Port Edward went on strike for higher wages today

Following a newspaper report yesterday, in which details of a favourable balance sheet were released, it was decided to strike for a share of the profits

The Prime Minister of Transkei, Chief George Matanzima, and two Ministers were expected at the hotel this afternoon to try to help resolve the dispute — Sapa

ARGUS 9/1/87

Chrome mine strike ends

The Argus Correspondent

JOHANNESBURG.

About 900 workers who went on strike at the Rand Mines Henri Gould chrome mine on January 1 are returning to work, a company spokesman said.

Management and National Union of Mineworkers spokesmen said the strike was to express dissatisfaction with an increase in hostel meal coupons.

REAPING THE WHIRLWIND

CONT

A joint report by Anglo American and the National Union of Mineworkers grapples with a tragedy as old as the mining industry: 'faction fighting' between miners

By SEFAKO NYAKA

'FACTION fights' have been a permanent feature of Southern African mines since the discovery of gold

The common explanation is that these are "inter-tribal riots", reflecting either the rivalry of ethnic groups competing for scarce resources or experiencing the frustrations of the migrant labour system

Put differently when the river of mine labour bursts its banks, it will overflow along ethnically defined cleavages

But this explanation doesn't address the issue of why the river bursts its banks at all

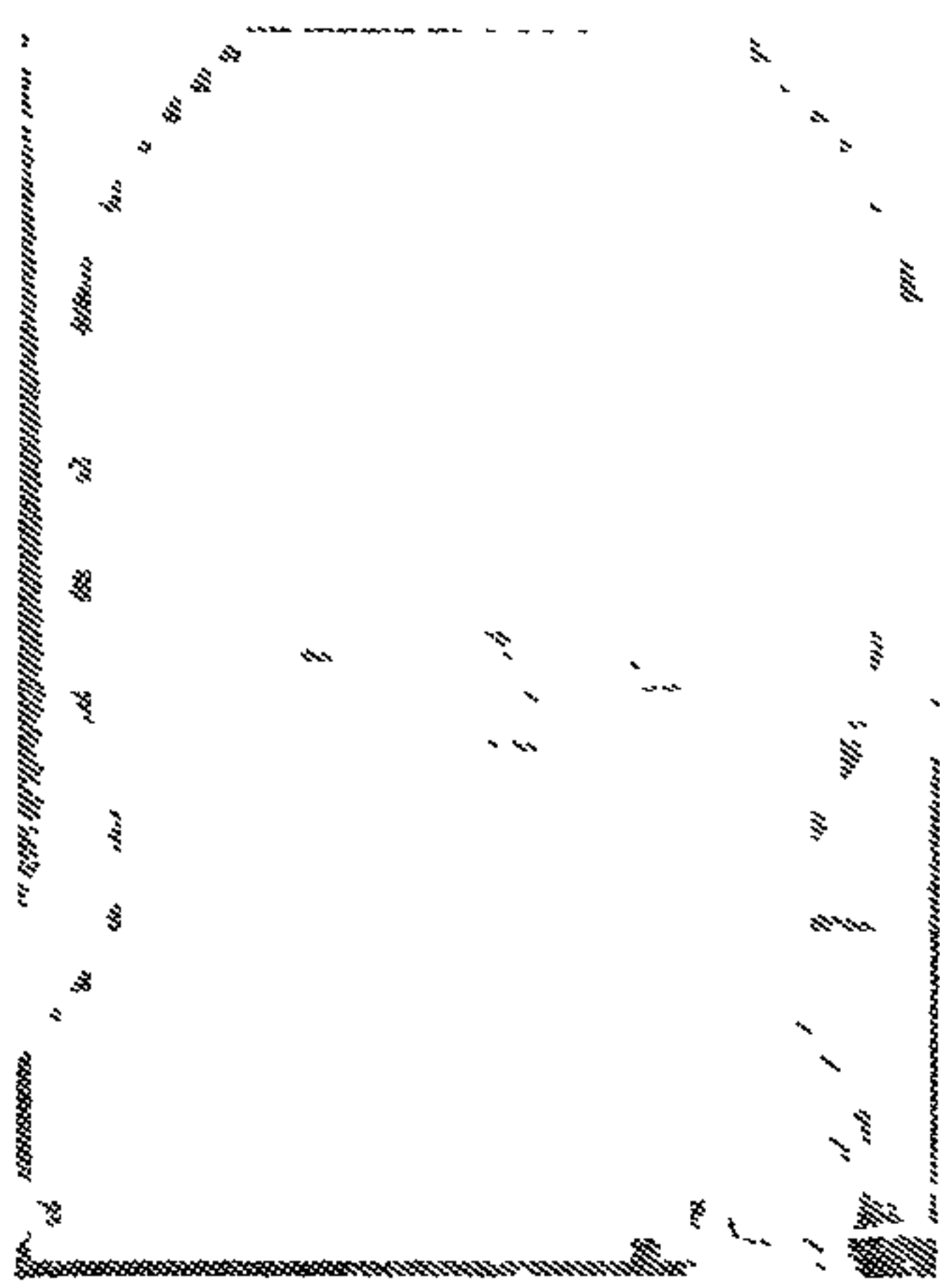
It was with this in mind that, in November 1985, the Anglo American Corporation and the National Union of Mineworkers set up a commission of inquiry to examine the causes of "faction fighting" on Anglo mines

Titled 'Reaping the whirlwind?', the joint report was completed in May last year — but because relations between the NUM and Anglo were at an all-time low, the report could not be formally adopted

This week the *Weekly Mail* obtained a copy of the report from sources outside the union.

According to the report, Anglo perceives 'faction fights' as the "conduit or channel in which underlying tensions and conflicts are expressed"

Tensions inherent in the work situation and



working conditions frequently lead to inter-group violence, in Anglo's eyes

The NUM agrees that it is working conditions that provoke clashes between miners — but believes these clashes are actually exploited by

mine managements

Interestingly, the commission found that management generally doesn't try to place the conflict into the broader South African context. Instead, it tends to blame "agitators or more radical elements"

A few weeks ago, Anglo management, by innuendo, accused the NUM of being partly responsible for mine violence

This is significant when one considers that the commission found that, especially at Vaal Reefs, the NUM's drive for unionisation presents a threat to management

"This is corroborated by the current dispute over membership figures and the tensions between management and the NUM," the report found

Workers are becoming more aware of their rights and prepared to take action — and the NUM is seen as playing an important role

The NUM has gradually been educating workers on the evils of ethnicity, conditions of employment, the *induna* system, single-sex hostels and other issues inherent in the migratory labour system

Anglo agrees that if job status is linked to a particular group this could lead to inter-group violence

Conditions of employment can be another source of tension and frustration because workers often don't understand issues like pension schemes, workmen's compensation or even how to get their food in the compound

"As workers become more aware that they can group together and take action, conflict arises

"Reprisals may be against management or their immediate representatives in the hostel, normally tribal *indunas*, and this in turn leads to tribal conflict

"The unnatural, highly-regulated environment of the single sex hostels is exacerbated by the workers' complete lack of control of their own lives.

"The fact that workers are allocated rooms, in the past on ethnic lines, but increasingly ethnically mixed, leads to tension," Anglo concludes

Some Anglo mine managers also believe that competition over "scarce resources like women and shebeens" leads to inter-hostel conflict

The NUM pulls no punches in its contribution to the report

It charges that the abnormal conditions imposed by the migratory system — and the exploitation of these by management — are at the root of mine violence

According to the NUM, "conditions in the hostels are not only dehumanising but also impose a system of controls upon individuals that makes migrants vulnerable to manipulation.

"Unable to take responsibility upon themselves, workers are put in a defensive situation which predisposes them to violence"

"The only source of security then becomes the home group and the tribe, and it is the exploitation of this base which gives the violence an ethnic or tribal character"

The appointment of tribal *indunas* has exacerbated rather than alleviated ethnic mobilisation, the NUM says

"This becomes even more evident when mine management is faced with a crisis"

The NUM is emphatic that there was a strong coincidence between the outbreak of "faction fights" and crises in the management of the mines

During the boycott of concession stores in the Free State Geduld Mines last year, for example, "Pondo dancers" were used to try to break the boycott

It is common practise on the mines that after a rigorous and energy-sapping dance, the "thirsty" workers are supplied with free liquor

In this case, armed dancers allegedly moved into

A spill-over of unrest

THE resurgence of militant resistance which has polarised black communities is also dividing miners and could be responsible for the recent increase in "faction fighting" on mines

This is the view of Chamber of Mines researcher Kent McNamara, who examined the causes of mine violence in a pioneering doctoral thesis

He believes the nationwide unrest is exacerbating existing tensions inherent in the system of migrant labour and single sex hostels

In addition, he says, "All recent expressions of political factional violence have involved miners inspired by union developments"

Mine management has blamed unions for the violence, accusing them of intimidating workers. Unions have countered with charges that management is bribing certain groups of workers

But McNamara is looking outside the conspiracy theories for the causes

In the last 18 months the degree of politicisation in unions has risen as the level of civil unrest has increased. Miners, says McNamara, are now being faced with the "you are with or against the struggle" ultimatum, as in the unrest-torn townships

He stresses this is an opinion, as he has yet to research the recent violent conflicts thoroughly

He believes foreign workers are becoming alienated by this politicisation. For example Lesotho miners, who in the past responded willingly to unionisation and hold senior positions in the National Union of Mineworkers, have tended to shy away from the new militance of the unions. McNamara says this attitude is particularly influenced by the conservative year-old Lesotho military government's opposition to union activity

"This withdrawal causes resentment among the rank and file of South African workers who want solidarity," he said. "The 'for or against us' battle which we have seen in the townships is now taking root in the mines. It is accentuated and compounded by the presence of non-South Africans and so groups like Lesotho nationals will increasingly be seen as more and more foreign"

By JO-ANN BEKKER

Broadly, McNamara rejects theories that there are purely ethnic explanations for 'faction fights'. He ascribes group conflict on the mines to two general categories: communal and political, although individual confrontations will differ, arising out of specific local conditions

Communal conflicts, McNamara says, are fairly spontaneous and breed in the conditions of migrant labour: male-only beerhalls and hostels, 16 miners to a room in a compound

"The tensions are often between different ethnic groups because of the ethnic nature of migrant labour," he says. "But there is no deliberate attempt by miners to maintain their ethnicity. They do, however, form special bonds with people from their regions, they call them 'home friends'"

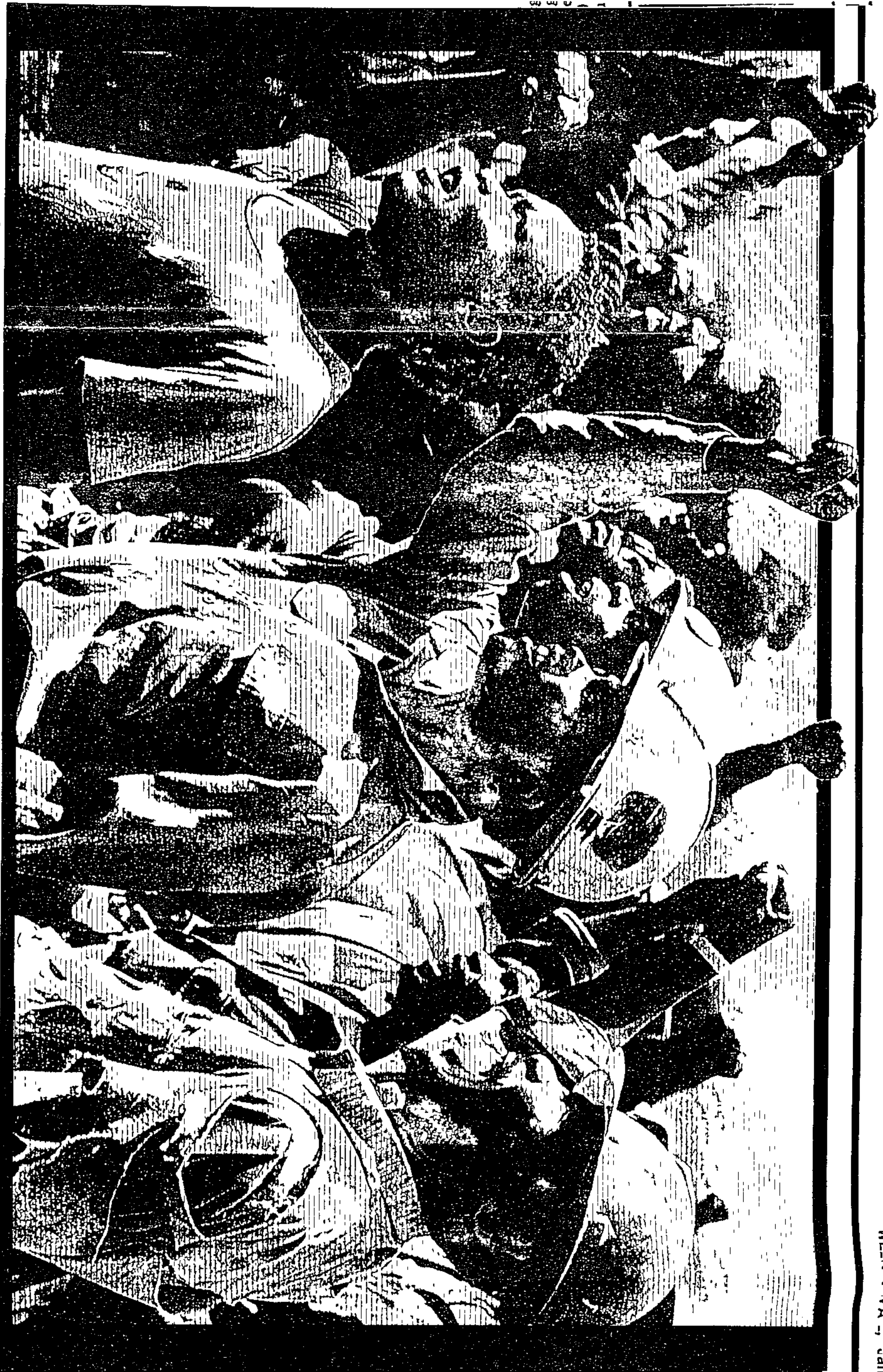
"A group of miners could be peacefully having a drink together but if one of their 'home friends' was attacked they would defend him"

Political conflicts, McNamara says, stem from the struggle for scarce resources, especially jobs and wages

"So there are instances where a particular group takes steps to increase the representation of their countrymen on the mines, and there are instances of real attempts to kick other workers off the mine"

McNamara says South African miners tend to be hostile to miners from Mozambique and Malawi. While this centres on escalating unemployment in South Africa, he believes it might also date back to the time when foreign workers were exempt from paying personal income tax. Further resentment, he believes, might stem from the desperation of migrants from war-torn Mozambique to hold on to their jobs and their consequent reluctance to join unions, support strikes, or fight for better wages

"The combination of the recent political tensions and stress caused by the migrant labour system of enforced communal living leads to a high level of conflict," McNamara says



Clenched fists from angry miners: a resurgence of the same militance which has polarised the townships'

Tales of arms in rooms

BY SEFAKO NYAKA

MINEWORKERS say mine violence can usually be attributed to a specific event — either on the mine or in its vicinity. But they accuse management of deliberately encouraging these clashes.

A shaft steward at the Gencor-controlled Beatrix Mines, while admitting that the recent clash which left nine dead was a spill-over of a fight outside the mines, believes management could have done something to avert it.

On December 3 last year, Maduna Sekoo was returning from a neighbouring mine when he got word that there was going to be trouble on the mine — possibly a fight between Pondo and Sotho workers.

The Pondos were apparently going to avenge the fatal stabbing of their member on a shebeen in the nearby village.

"I immediately addressed the workers using a loudhailer and asked them to refrain from action as the fight took place outside the mines," he said.

The workers heeded his call — but a few days later, management convened separate meetings for both groups telling the Sothos the Pondos were going to kill them that night and telling the Pondos that the Sothos were going to kill them.

"Naturally the Pondos grouped together and attacked, killing eight people," he said.

He claims that after the fight, management searched for and confiscated weapons from the Sothos. This was after they were told that the same had been done to the Pondos.

However, the Pondos were seen brandishing weapons — and when one worker returning from Lesotho arrived on the mines he asked to be taken to his room to fetch his belongings.

A union recipe

THE National Union of Mineworkers

recipe for group violence where individuals can be steered into action by any "commander?"

The NUM claims that since its inception management has been trying to destabilise the union

PHOTOGRAPH BY KEVIN MAZUR

APRIL 1977

HOSTEL CARD FILE

said.

ARGUS 9/1/87

Chrome mine strike ends

The Argus
Correspondent

JOHANNESBURG. —

About 900 workers who went on strike at the Rand Mines Henri Gould chrome mine on January 1 are returning to work, a company spokesman said.

Management and National Union of Mineworkers spokesmen said the strike was to express dissatisfaction with an increase in hostel meal coupons.

CULPR

...possible ... particular merits

213

78 now dead in gold mine faction fights

The Argus Correspondent

JOHANNESBURG — The death toll in the worst outbreak of sporadic faction fighting on gold mines for more than a decade has risen to 78

Eight miners died in fighting at Gencor's Beatrix mine near Theunissen in the Free State on Friday night. Fifty-three miners were hurt.

Anglo American is holding an independent inquiry into faction fighting at its President Steyn mine near Welkom, which claimed 29 lives.

At Anglo's Vaal Reefs mine on the West Rand 33 men have been killed in fighting in the last nine weeks. Gold Fields' Kloof mine reported eight killed in faction fighting in December.

The National Union of Mineworkers has called for the abolition of the migrant labour system and single-sex hostels to relieve tension.

Faction fighting toll of 78 is the worst for decade

Eight more killed in Free State mine clash

12/1/87 (213) STAR

By Sheryl Raine

The death toll in the worst outbreak of sporadic faction fighting on gold mines for more than a decade has risen to 78 with reports of eight miners killed in the Free State at the weekend.

Gencor reported that eight black mineworkers were killed and 53 injured in fighting between groups at its Beatrix mine near Theunissen on Friday night.

This is the second mine in the Free State to be affected by faction fighting in recent weeks.

Anglo American is currently holding an independent inquiry into faction fighting at its President Steyn Mine near Welkom in the Free State, which claimed 29 lives. The last outbreak of serious faction fighting on Anglo mines occurred in 1974.

Two other mines have also been the scene of vicious fighting. At Anglo's Vaal Reefs Mine on the West Rand, 33 men have been killed in fighting over the past nine weeks.

Gold Fields's Kloof Mine reported eight killed in faction fighting in December.

The National Union of Mineworkers (NUM) has called for the abolition of the migrant labour system and single-sex hostels to relieve tensions on the mines and put an end to faction fights.

A Gencor spokesman said none of the 53 injured workers at Beatrix was in a serious condition. Mine security restored order in difficult circumstances. The situation was quiet but tense.

The mine management were holding talks with workers and their representatives to establish the cause of the fighting, he said.

Investigations were being made to identify those responsible for the deaths.

Gencor has held talks with senior government officials of the major mineworker recruiting states in attempts to restore the peace.

Embassy said on Saturday

Call time 12/18/77 213
8 die in mine fighting

JOHANNESBURG — Eight miners were killed and 53 injured on Friday night in fighting between groups at the Beatrix gold mine near Theunissen in the Free State, a Gencor spokesman said on Saturday. The mine management was holding talks with workers to establish the cause of the fighting and to make peace between the groups, he said.

LABOUR BRIEFS

Miners accuse bosses of 'starvation' tactics

THE wage strike by 700 members of the National Union of Mineworkers at Tobatse Ferrocrome Mine, Lydenburg, entered its fourth week today with the union accusing management of "starving" the striking workers.

An Num spokeswoman said the workers were being refused access to the kitchens in an attempt to break the strike. She also said there was a "heavy army presence at the mine".

Tobatse mine general manager, Mr N J van der Walt, denied the workers were being starved and said the kitchen was closed after workers in the department also downed tools and joined the strikers.

He said he was not aware of the army's presence at the mine.

Mr Van der Walt said the wage talks with Num were at a standstill with the union refusing to budge on its 35 percent wage rise demand.

The mine, which is owned by Samancor, is offering between 15 and 16 percent increases. The strike began on August 26 — two weeks after Num's national wage strike involving 300 000 workers on gold and coal mines started.

● Production at Rand Mines Winterveld Chrome Mines was still at a halt yesterday with the strike by Num members entering its second week.

A Rand Mines spokesman said work was still at a standstill. Miners returned to the surface after 800 of the 1 200 strikers staged a sit-in almost 2 km underground.

The company obtained a Rand Supreme Court order last week to evict the workers from the mine. The strike resulted from a wage deadlock.

● Senior officials of the Congress of South African Trade Unions and the National Union of Mineworkers are to speak on modern-day strike action at a public meeting in Johannesburg tonight.

Cosatu general secretary Mr Jay Naidoo and assistant general secretary of Num, Mr Marcel Golding, address the meeting which begins at 7.30pm at Cathedral Hall, Saratoga Avenue, Johannesburg.

The meeting will also include a slide show and lecture by historian Luli Callinicos of the Wits History Workshop.

The talk will deal with "significant aspects of worker dissatisfaction and strike action — from the miners' strikes of 1922 and 1946 to the rise of today's giant union and worker organisations."

The event is organised by the Johannesburg Democratic Action Committee, Johannesburg Youth Congress and YCS.

213
16/9/87
J. van der Walt

OFS mine toll rises to 63

The death toll from the St Helena Gold Mine disaster has risen to 63 with the death of a miner in hospital — while at the Welkom Provincial Hospital Mrs Helen Botha, 23-year-old widow of miner Mr Ronnie Botha (19), who died in the tragedy, gave birth to a baby girl.

Mrs Botha underwent caesarean section on Monday. The baby has not yet been named.

Mr Botha was one of 52 lift-cage passengers who plunged to the bottom of the No 10 shaft after an explosion

two weeks ago

The man who died in the Rand Mutual Hospital, Johannesburg, yesterday was one of five brought to the surface by a proto team. His identity has not yet been released. He had suffered extensive burns during the explosion.

The cage which plunged down the 1 367-metre shaft was buried under 40 m of debris at the bottom of the shaft and officials of the mining company, Gencor, said on Monday it would still be weeks, or even months, before the bodies were recovered.

(213) 2700-16/9/82

Mines, union await talks to end strike

JOHANNESBURG — Both Rand Mines and the National Union of Mineworkers (NUM) indicated yesterday they were each awaiting an approach from the other to begin negotiations to end the week-long strike by 1 200 workers at the Winterveld Chrome Mine at Steelport.

The NUM's assistant general secretary, Mr Marcel Golding, said the union had made a number of proposals with a view to resolving the dispute, which has stopped all production at the mine, but that Rand Mines management had failed to respond.

"We are committed to ending the dispute," Mr Golding said.

A spokesman for Rand Mines said the NUM had not approached management to continue talks to break deadlock in the wage increase dispute.

Workers have demanded a 26 per cent wage increase to which management have responded with a 19,4 per cent package offer which includes a 17 per cent wage increase.

The strike began on Tuesday, September 8, when 800 workers

started a two day underground sit-in.

Although they intended to stay underground for one week, management had them evicted from mine premises on Thursday afternoon by a Supreme Court order.

"The company feels in view of the fact that the workers started the strike illegally, the ball is now in the NUM court we are completely open to negotiation but they have yet to approach us," a Rand Mines spokesman said.

Although the strike was illegal when it started on Tuesday because the workers had failed to observe a 30 day obligatory waiting period, management acknowledged the legality of the strike on Friday when the waiting period lapsed.

While Mr Golding claimed a "heavy" police and SADF presence was limiting the movement of the workers at the mine hostel, the Rand Mines spokesman "emphatically denied" that police or the SADF were present at the mine — Sapa

213
SMC
15/9/87

Chrome mine strike into second week

By Adele Baleta

Production at Rand Mines' Winterveld Chrome Mine is still at a standstill as the strike by the entire workforce entered its second week.

Last week 800 of the 1 200 workers staged a three-day sit-in strike almost 2 km underground following a deadlock in wage negotiations. Another 400 workers went on strike on the surface.

Miners returned to the surface on Thursday after management obtained a Supreme Court order to evict them from the mine.

The miners are demanding a wage increase of 26 percent. Management has offered a wage increase package of 19,4 percent.

By Tim Cohen

Racial reform, more black mineworkers' unions, more strikes and a dramatic decrease in the injury rate were some of the main features of mining in 1986, says the Chamber of Mines annual report, published yesterday

The Government had sounded the death knell of labour discrimination when the Minister of Mineral and Energy Affairs had committed himself to the removal of the last vestige of statutory job discrimination

This was achieved this year when the "scheduled person" definition in the Mines and Works Act was amended

"Large numbers of black, coloured and Asian employees entered occupations which previously were open only to whites but which were not subject to the restrictions imposed by way of the 'scheduled person' definition

"At the end of August 1986 there were 3 194 black, coloured and Asian employees in jobs previously reserved for whites only", an increase of 196 percent over August 1984

There was a substantial decline in the increase over the past year, apparently as a result of the economic downturn

The National Union of Mineworkers continued to dominate the scene in 1986. In 1983 seven new unions had announced their intention of recruiting black employees in the mining industry. By mid-1986 there were at least 12 such unions, three of which had been recognised by the chamber.

The NUM had about 6 000 members on eight gold mines. By the end of 1984 its verified membership was about 40 000 and by the end of 1986 was more than 173 000 on 41 gold and coal mines

In the years 1980 to 1983 the entire South African mining industry experienced between eight and 10 strikes annually. The number increased in 1984 to 26 and 1985 also had 26

In 1986 the number on chamber member mines more than doubled to 89, involving 212 649

Mine strikes up, injuries down in 1986

employees. This figure excludes the stoppages on May 1 and June 16 in support of demands from the NUM that these days be recognised as paid public holidays

There were 37 stoppages involving some 237 000 employees on October 1 1986 in response to a call from the union for a day of mourning in connection with the deaths of 177 mineworkers at the Kinross gold mine

Despite the growth in strike activity, South Africa has still not faced the scale of disruption from industrial action experienced by some other mining countries, the report says

"A spate of wildcat strikes has plagued the industry during 1985 and 1986. Intimidation of workers has played a role in the rising incidence, another important factor being false expectations of what a trade union can achieve"

WAGE REVIEW

The 1986 review of wages with the NUM was the most protracted in the three years that a formal collective bargaining relationship has existed with the union

These negotiations, which lasted from May to October 1986, resulted in a settlement between the union and the majority of mines

It resulted in an increase in minimum wages ranging from 23,5 percent for unskilled labourers to 19 percent in the more skilled categories

While most sectors of the economy faced severe economic recession in 1986, the level of employment in the South African mining industry reached a new peak and wages for the

vast majority of the workforce continued to increase in real terms, the report says

Mining and quarrying in 1986 accounted for one in every six people in active employment in South Africa outside agriculture, contributed about 16 percent of South Africa's gross domestic product and ensured the economic survival of about 3 million dependants of black miners

"The average number in service on the gold and coal mines which are members of the chamber rose in 1986 to 604 000"

The report says the chamber's policy designed to promote the systematic pursuit of safety had been a success demonstrated by "a dramatic decrease in the injury rate and a significant decrease in the fatality rate"

"This trend is clearest in the coal mining sector which recorded a 23 percent reduction in fatalities and a 4 percent fall in injury rates in 1986

"The tragic loss of 177 lives at the Kinross Gold Mine on September 17 1986 was responsible for the sharp increase in the fatality rate on gold mines and on all mines, members of the chamber, in 1986

"But despite this regrettable increase, the underlying trend towards improved safety performance in the mining industry persists

"The current rate of reportable injuries means that the rate has more than halved during the past decade — a remarkable achievement by any standards and a reflection of the real commitment of the South African mining industry to safety," the report says

UNDERGROUND SIT IN

BY 800 MINERS

213
15/9/87

AN argument over women between two policemen ended with the death of one and the stabbing of the other, police PRO Major Fanyana Zwane said yesterday.

The major said the incident happened at the Jabulani barracks on Sunday. The dead policeman was stationed at Lenasia.

The dead man and his colleague had been in a room at the barracks with women. An argument apparently ensued and the dead policeman allegedly stabbed his colleague on the head, neck and shoulders.

Rape

Later shots were fired and the other policeman died.

The body of a 36-year-old man was found in a room at Meadowlands hostel with two bullet wounds in the head. The police suspect a faction fight killing.

Four people were knifed to death in

Cop shot dead after knifing

incidents of violence in Moroka, Kiptown and Meadowlands at the weekend. Police have arrested one man in connection with one murder.

There were five attempted armed robberies.

Police have made four arrests in three rape cases out of 11 reported to them at the weekend.

Eight people have been arrested for dealing in liquor without a licence and police have confiscated 99 dozen of 750 ml beer bottles, 24 dozen of 375 ml bottles

and 39 dozen of 200 ml bottles of strong liquor.

A further 16 people have been arrested for either dealing in or possessing drugs and/or mandrax tablets.

The police confiscated 3318 kg of dagga and 130 mandrax tablets.

The police have also recovered six stolen vehicles and 18 suspected stolen vehicles. A man was arrested in a stolen vehicle while seven others were arrested in three suspected stolen vehicles.



MAJOR Zwane.

ALL work has stopped at Rand Mines' Winterveldt chrome mine at Steelpoort in the Northern Transvaal where 800 miners staged a two-day underground sit-in last week following a deadlock in wage increase negotiations.

A spokesman for Rand Mines confirmed yesterday that the Winterveldt mine had not resumed production since the sit-in. Workers returned to the surface on Thursday afternoon after mine management obtained a Supreme Court order to evict them from mine premises.

The sit-in which started on Tuesday was intended to last a week — workers reportedly took supplies down with them to last seven days.

"After the court order was presented to them the workers returned to surface and went home. Most did not report for duty on Friday or yesterday morning. There were no incidents," said the Rand Mines spokesman.

He said the strike action was illegal when it started on Tuesday but had since become legal.

"In terms of labour legislation the workers were obliged to wait 30 days after the wage negotiations deadlocked at conciliation board level.

The 30 days only elapsed on Friday," he

SA PRESS ASSOCIATION

said. In total 1200 workers — Winterveldt's total black workforce — are on strike. 400 are surface workers who downed tools when the underground team failed to return to surface on Tuesday afternoon.

Deadlock

According to the spokesman, 90 percent of Winterveldt's employees are National Union of Mineworkers (Num) members.

Num general secretary Mr Cyril Rama-

phosa said yesterday that Rand Mines had not approached the Num to continue negotiation since the deadlock.

Workers have demanded a 26 percent wage increase to which management have responded with a 19.4 percent package increase offer.

The Rand Mines spokesman said the package offer consisted of a 17 percent wage increase, a two percent increase on leave allowance and May Day (May 1) as a paid holiday which translates into a 0.4 percent additional increase, he said. — Sipa

KITCHENMASTER



TEL 837-47

48 NO DEPO-
MONTHS TO

Strikers leave chrome mine

About 800 of 1 200 striking workers at Winterveld Chrome Mine, who staged an underground sit-in last week, have left the mine, a Rand Mines spokesman said yesterday

The National Union of Mineworkers (NUM) accused mine management of closing the mine canteen in an attempt to "starve the workers into submission"

A spokesman for the company said the canteen was closed on Friday because the cooks went on strike and there was no demand for its services following the departure of workers

Both the NUM and Rand Mines have indicated they are willing to re-start negotiations to end the strike, which entered its 10th day today

213 *SMR* 17/9/87

213

MOST of the 1 200 striking workers of the Winterville chrome mine at Steelport have left the mine premises and gone home, a Rand Mines spokesman said yesterday.

Striking miners go home

The development indicates the strike, which entered its ninth day yesterday and which has stopped all production at the mine, may continue for a longer period than the National Union of Mineworkers (Num) and Rand Mines

had hoped for, judging from comments made by both parties this week

Labour update by Themba Molefe and Sapa

10am at Ga-Malapanne, Driekop

The CWIU, adopting the document at its national congress on September 12, said the Freedom Charter confirmed its fundamental principles of worker control, democracy and non-racism

A TOTAL of 103 members of the United Assembly, Motor and Allied Workers' Union were released on -R50 bail each in the Meyerton Magistrate's Court this week after being charged with trespass.

Their appearance on Tuesday followed their arrest at their workplace, Thomas Bande, a tyre manufacturing plant, in Meyerton where they engaged in a work stoppage over wages

They will appear in court again between

October 5 and 25 UAMAMWU is an affiliate of the National Council of Trade Unions

ABOUT 2 000 members of the North-Eastern Transvaal region of the Black Allied, Mining and Construction Workers' Union will focus on the black working class at a regional council meeting on Saturday.

The union's deputy president, Mr Milton Msimango, will be the key speaker on the theme 'The meeting begins at

The union said, however, that while it resolved not to affiliate to any political organisation it favoured 'disciplined and principled alliance with other democratic organisations'

THE Chemical Workers' Industrial Union, one of the major affiliates of the Congress of South African Trade Unions, has become the fifth in the federation to adopt the Freedom Charter as a guiding document.

800 men protest — 1,5km down

Week-long strike — at the bottom of a mine shaft

By SEFAKO NYAKA

MORE than 800 mineworkers are sitting 1,5km underground at the bottom of an Eastern Transvaal mine shaft with enough food for a week and are refusing to leave

The workers at Rand Mines' Winterville Chrome Mines at Steelport started their sit-in strike on Tuesday

Having not been included in the recent strike and settlement with the Chamber of Mines, they are demanding wage and benefit increases

They decided on the sit-in to "prevent management employing scab labour"

Since the only access to the bottom of the shaft they have now occupied is in a lift that allows only one person to enter at a time, it is virtually impossible for mine management to remove them

And their move has diminished any chances of management employing replacement labour

They decided on a sit-in after hundreds of work seekers from the impoverished Lebowa homeland queued outside the mine gates. They decided 800 miners would occupy the shaft and the other 400 would "conduct the strike from the surface"

This was before the Northern Transvaal Peoples' Congress held a meeting with local chiefs to ask them to stop their "subjects" from seeking employment at the mine. The chiefs are believed to have issued a directive

BIKO 10 YEARS AFTER
Centre Pages

to villagers not to take the striking mineworkers' jobs

And the number of work seekers at the gate has dwindled to nil, according to one of the workers on strike.

The workers initially downed tools legally about two weeks ago in sympathy with the national strike by 340 000 mineworkers at Chamber of Mines-affiliated mines

- The workers are demanding a 26 percent wage increase
- 100 percent leave allowance
- Increased leave days
- Improved working conditions and
- June 16 as a paid holiday

Yesterday the 400 workers, who are conducting the strike "from the surface", met to consider an ultimatum for workers to end the strike by next Monday

A worker told the *Weekly Mail* that the strikers, who are holed in 1,5km underground, have stocked up sufficient food to last them for a week.

Attempts to get comment from the mining company yesterday were unsuccessful. A Rand Mines representative said "the people who are authorised to comment on the situation at the mine are away".



The versatility of a Casspir, as displayed by Namibia's Koevoet military unit: you can use it for counter-insurgency, the activity for which Koevoet earned its notoriety, or you can use it for Sunday picnics at Ruacana, near the Angolan border, as these troops did last weekend. In the middle of the operational area, they explored the many uses of their equipment.

Picture JOHN LIEBENBERG, The Namibian

The contents of this newspaper have been restricted in terms of the Emergency Regulations

Geneva protects

IN an unprecedented legal turn, an alleged Umkhonto weSizwe member this week refused to plead to charges of terrorism, being an ANC member and furthering the organisations' aims — and instead claimed the protection of the Geneva Protocol of 1977

Mxolise Edward Petane, 29, of New Crossroads told the Cape Town Supreme Court "With reverence and respect for you as office bearers of this court, I refuse to be party to these proceedings. I therefore refuse to plead"

The protocol, which supplements the Geneva Convention of 1949, relates to the protection of victims of in-

By
ternational protocol victims of South Africa the Geneva bears the name, Oliver Pleas of terror Security of attempt member the ANC behalf

The Star

Carnage of workers must be stopped

EVIDENCE is still largely circumstantial but mine managements believe that at least some of the extraordinary number of miners killed since the strike ended on August 30 paid horribly for refusing to take part. Thirty-two have already died violently on 13 mines, their bodies found in swamps, at the roadside, in residential areas and in the veld. Groups have dragged workers out of a house and out of a car in attacks that could not have been spontaneous.

In a normal society, these horrible killings would raise a huge alarm. Inured as South Africans have become to a violent society, they should nevertheless seek urgent ways to put an end to this brutal revenge. If reign of terror it is, as it appears, however, it will indeed be difficult to gain the evidence needed to bring the culprits to book.

Mine managements have reason to believe reprisals will continue. They quote a source as saying, "We are getting them one by one. We must get all the people who worked during the strike." They fear there are plans to engineer fatal accidents or to stage-manage

ethnic fights.

This appalling situation is like the scenario from a horror movie: it is not the behaviour that should be expected from workers who have fought an honourable battle for improved conditions and have reached a truce with their employers. Spreading terror is a crude way of achieving "unity", a throwback to gangster tactics.

Because the murderous panga attacks are said to be stage-managed as ordinary fights, the police are correctly not jumping to conclusions, but the mines believe they can link the killings with the recent strike. Without locking up potential victims, they would have only limited means of ensuring their protection.

Suspicious of management motives, the National Union of Mineworkers rejects the allegation, pointing out that some of the killings took place at mines where there was no strike. However, the NUM is investigating. If it should find substance in the accusations, we hope it will not hesitate to condemn "executions" or other forms of physical revenge as a form of union discipline.

'Miners' strike gave South Africa credibility'

213
Sowetan

By **THEMBA MOLEFE**

THE recent mineworkers' strike and the way it was handled has added to South Africa's international credibility, the chairman of the East Daggafontein Mines Limited has said

Mr Adolf Lundin was officially opening Ergo's R150 million Daggafontein gold recovery plant near Springs last week

He said "It appears to me that both sides (the National Union of Mineworkers and the Chamber of Mines) were able to reach a settlement within the legal framework that exists for collective bargaining in this country and I think it augurs well for the negotiations which inevitably must take place at a national political level in South Africa"

Mr Lundin said the plant, which attained its "highest production level" in August, did so in spite of the mineworkers' strike

The one-million-tons-a-month plant is a joint venture of Ergo and the Anglo American Corporation. It employs 317 people, more than 80 percent of which are black workers who belong to the NUM

Ask to elaborate on his claim that the resolution of the wage strike enhanced the country's international standing, Mr Lundin said in an interview that he spoke as an outsider — he is based in Geneva, Switzerland

He said the strike affirmed the existence of democracy in South Africa. "The strike showed the workers had a democratic right to take industrial action against employers," Mr Lundin said

Sowetan 12/10/87

Highveld Steel faces international boycott

By Mike Siluma,
Labour Reporter

One of South Africa's major steel producers, Highveld Steel and Vanadium, faces an international boycott of its products unless it settles a wage dispute with about 4 000 members of the National Union of Metalworkers (Numsa).

The decision to launch a boycott of Highveld's products in Europe, the United States, Japan and Israel was announced at the weekend by the International Metalworkers' Federation (IMF), which has 14 million members in 70 countries.

Highveld locked out and then fired 2 000 hourly-paid Numsa members in the Eastern Transvaal to pressure them into accepting a pay increase offer.

Salaried staff at the plants and workers from other Highveld concerns stopped work in solidarity.

A Highveld spokesman declined to comment.

Strikers must re-apply for work tomorrow morning or be replaced by new recruits. Workers on sympathy strike also have until tomorrow to return.

Numsa has offered to reopen negotiations on Highveld's pay offer or to refer the dispute to mediation or arbitration.

Announcing the IMF campaign, the federation's general secretary, Mr Herman Rebhan, said unions in Europe, the United States, Japan and Israel were being approached to boycott all imports of steel from Highveld Steel and Vanadium.

Having identified steel companies in several countries which acted as direct agents for Highveld or as purchasing and forwarding agents, the IMF would ask affiliated unions to take the necessary action, said Mr Rebhan.

Boycott abroad sought in Highveld strike

THE International Metalworkers' Federation says it is asking its affiliates in Europe, the US, Japan and Israel to block all imports of steel produced by the Witbank-based Highveld Steel and Vanadium Corporation.

The move is a response to a Highveld announcement late last week that, unless up to 4 000 National Union of Metalworkers of SA (Numsa) members locked out or on strike, return to work by 7am tomorrow, they will be replaced.

More than 2 000 wage-earners at its steel plants have been locked out since

September 21, while salaried employees at the plants and workers at the Spitskop quarry and the Mapochs mine later went on strike in sympathy.

The federation, to which Numsa is affiliated, represents 14 million metalworkers in the western world.

The boycott appears to be one aspect of a two-pronged strategy. In a telex to Highveld management, Numsa advised that new employees should be told their tenure may be temporary as the union planned industrial court ac-

tion against dismissals.

The union has said members are prepared to return to work pending further negotiations, mediation or arbitration. But management has insisted on an unconditional return to work.

The federation says it has identified steel companies in several countries which either act as agents for direct imports from Highveld, or act as purchasing and forwarding agents.

"The mass dismissal tactics are primitive and crude. We will ask our affiliated unions who organise workers in these firms to take the necessary ac-

tion," said federation general secretary Herman Rebhan.

"We believe some US firms involved are contravening the sanctions laws. In other countries, once these facts are drawn to the attention of employees, political leaders, and the public, I am sure action will be taken. I hope Anglo-American (the holding company) intervenes promptly to bring this unnecessary dispute to a satisfactory conclusion," he added.

Highveld management yesterday declined to comment on these developments.

ALAN FINE

23 12 10 87

Miners strike 213

ABOUT 600 miners, members of the Black Allied Mining and Construction Workers Union, began a legal strike at Grassvalley Chrome mine last night to support demands for increased wages, the union said.

The union said the strike was to back demands for a 26% across-the-board increase. *Bl day 20/11/87*

Miners strike over wages

About 600 miners, members of the Black Allied Mining and Construction Workers' Union, began a legal strike at Grassvalley chrome mine last night to support demands for increased wages, the union said

A union statement said the workers voted overwhelmingly for industrial action yesterday to back demands for a 26 percent across-the-board increase.

It said two recent conciliation board meetings had failed to make management improve its offer of 17 percent

The dispute at the Samancor-owned mine in Potgietersrus has been going on since July this year.

The strike began with the night shift — Sapa.

23

~~23~~

was 28/1/02

Mine strikes cut timber demand Sales cutback hits HLH profit

From LINDA ENSOR

JOHANNESBURG — The miner's strike had a dramatic impact on the sales of timber group, Hunt Leuchars & Hepburn Holdings (HLH), in the six months to September with turnover lagging inflation by only rising 11,2% to R138,8m (R124,8m)

CE Neil Morris said that for the months of August and September sales of timber to the mining industry — which constitute about 60% of the group's total sales — were severely cut. The mines took some time after the two-week strike, he said, to get full production going

Having to cover fixed overheads, the real decline in sales resulted in margins dropping from 17,4% to 16,4%

Borrowing

This plus a hefty increase in interest paid from R985 000 to R3,1m — due to the higher level of external borrowing by the group's operating timber company — also hit pre-tax profits which dropped by 5,2% to R19,7m (R20,7m)

However, attributable earnings rose 21,8% to R10m (R8,3m) on account of a sharp dive in the tax rate from 30,7% to 10,8%

This was due to development allowances for timber planting as well as to higher dividends received by HLH

Earnings per share — including the share of the retained earnings of HLH's operating company — rose 20% to 21,6c (18c) and excluding this amount from 9,1c to 10,7c

An interim dividend of 8c (6,5c) was declared

Cash

HLH presently has cash resources of R65m for future investment. Its directors believe the second half of the year will continue to show an improvement.

Huntcor which derives its income from subsidiary HLH declared an interim dividend of 16,25c per share (13,25c) for the half year to September. Earnings per share of 42,7c (35,4c) were notched but excluding Huntcor's R3,2m share of the net income retained by HLH, this dropped to 21,2c (17,8c)

Huntcor's attributable income rose 21,3% to R6,4m (R5,3m), benefitting from a dramatic cut in the tax rate from 23,3% to 1,8%. Huntcor's share of HLH's retained earnings climbed 23% to R3,2m (R2,6m)

CMC Trip 20/11/87 *(213)* *(187)*

Numsa strike decision soon

ALAN FINE

THE National Union of Metalworkers of SA said yesterday it expected to complete members' report-back meetings at three eastern Cape motor plants today on a disputed pay offer made on Tuesday.

Numsa regional secretary Les Kettledas said 4 000 members at Volkswagen rejected the wage offer yesterday, and were awaiting feedback from Delta and Samcor.

Should the union decide upon immediate strike action, however, it would initially be short-lived as the plants affected are due to close for the Christmas period at the end of this week or early next week.

Employer spokesman Brian Robinson said employers had agreed to the union's demand of a R4,50 per hour minimum wage to be implemented on February 1, on condition that the across-the-board increase scheduled for August was reduced from the 40c originally offered to 20c. The original offer included a R4,30 minimum.

78/2/16/87
B/day



213



as the ... of yesterday.

MATTHEY STRIKERS RETURN TO WORK

(213) 8/10/87 ALAN FINE 15/12/87

MATTHEY Rustenburg Refiners employees are to return to work today after a 2½-week strike and lockout over the planned re-location of MRR's Wadeville platinum refinery to Bophuthatswana.

The settlement came within hours of management's ultimatum to the 200 members of the Chemical Workers' Industrial Union (CWIU), to signify their acceptance of the move and return to work by 4.30pm yesterday or be fired.

An MRR statement issued this afternoon confirmed the settlement, saying production had been unaffected during the strike.

CWIU general secretary Rod Crompton characterised the settlement as a draw in that, while the union did not win its demand that MRR should not re-locate to the homeland, the company "did not succeed in ramming its re-location package down workers' throats, as it hoped by the lockout".

The union has refused to accept the move in principle, but has recognised it as inevitable.

Details of redundancy and re-location packages are still to be negotiated.

Workers have been guaranteed employment at the new plant, if they want it.

IN BRIEF
TOW
...sa: no deal
...ion of

A PROGRAMME of violence and brutality — including public executions — by certain union leaders and members towards fellow workers preceded the NUM gold mine

strike which affected all but three of the 25 shafts at the Freegold mega-mine in Welkom, chairman Peter Gush said.

Gush said in his annual review that until employees and leaders were held accountable for human and interpersonal relationships, it would not be possible to create a constructive environment to meet the needs of industry, or indeed of SA

The turbulent 18 months preceding the wage strike saw an escalation in violence including not only murder, but also public executions

NUM pre-strike violence alleged

B/day
22/12/87
(213)

PETER STACEY
Mining Editor

During the strike, when some workers wished to return to work, violence increased to the extent that Anglo American called upon NUM to hold talks to prevent more bloodshed — talks which the union subsequently abandoned without any agreement being reached.

Gush said "There have also been further incidents of violence in the period

● To Page 2 →

NUM pre-strike violence, brutality alleged

following the strike and numerous workers from across the industry, most of whom worked in defiance of the strike, have been involved

"This programme of violence and coercion highlights a disturbing trend whereby workers are increasingly being denied free choice and freedom of associ-

ation"

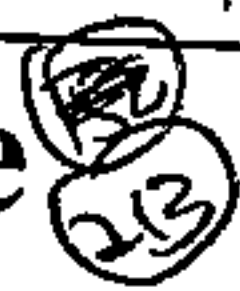
Gush said if this continued it could only have a negative impact on constructive relationships developed to date and on the welfare of workers whom the unions were representing

← ● From Page 1

(213)

28/12/82
SAM
WCS

Union calls off miners' strike



About 600 members of the Black Allied, Mining and Construction Workers' Union (Bamcwu) have ended a four-week wage strike at Samancor's Grassvalley chrome mine pending third party intervention, the union said yesterday

A Bamcwu spokesman said another condition for the return to work was

that management agreed to open talks immediately about the threatened closure of the mine.

The spokesman said the union had suggested mediation or arbitration because it believed such intervention could "pave the way for a settlement" The union's proposal would "... test the sincerity of Grassvalley owners"

Mine workers back at work conditionally

213
24/12/87

ABOUT 600 Grasvalley chrome mine workers who have been on a wage strike since November 19, returned to work last Thursday

The Black Allied Mining and Construction Workers' Union (Bamcwu), yesterday said the workers returned to work on condition that management met certain conditions—

Bamcwu publicity secretary, Mr Mbulelo Rakwena, said the Grasvalley employees resumed duty at the Samancor-owned mine following a meeting with the union's lawyers on December 15. He said the conditions were

- That management commits itself to mediation, advisory arbitration or arbitration to resolve the impasse in the wage dispute between the two parties, and
 - Negotiations be re-opened immediately, to discuss the closure of the mine.
- Mr Rakwena said "The union believe that these conditions will put to test the sincerity of the

By **LEN MASEKO**

Grasvalley owners to industrial stability and commitment to negotiating improvement to workers' standard of living against enormous profits accruing to their business operations

"However, this success has been from a vantage exploitation of workers who today still fall far from the poverty line as characterised by average earnings of R326 a month, inclusive of the mine's offer of 17 percent"

Action

The Bamcwu official said union members would not hesitate to embark on action "in the event of continued intransigence on the part of management"

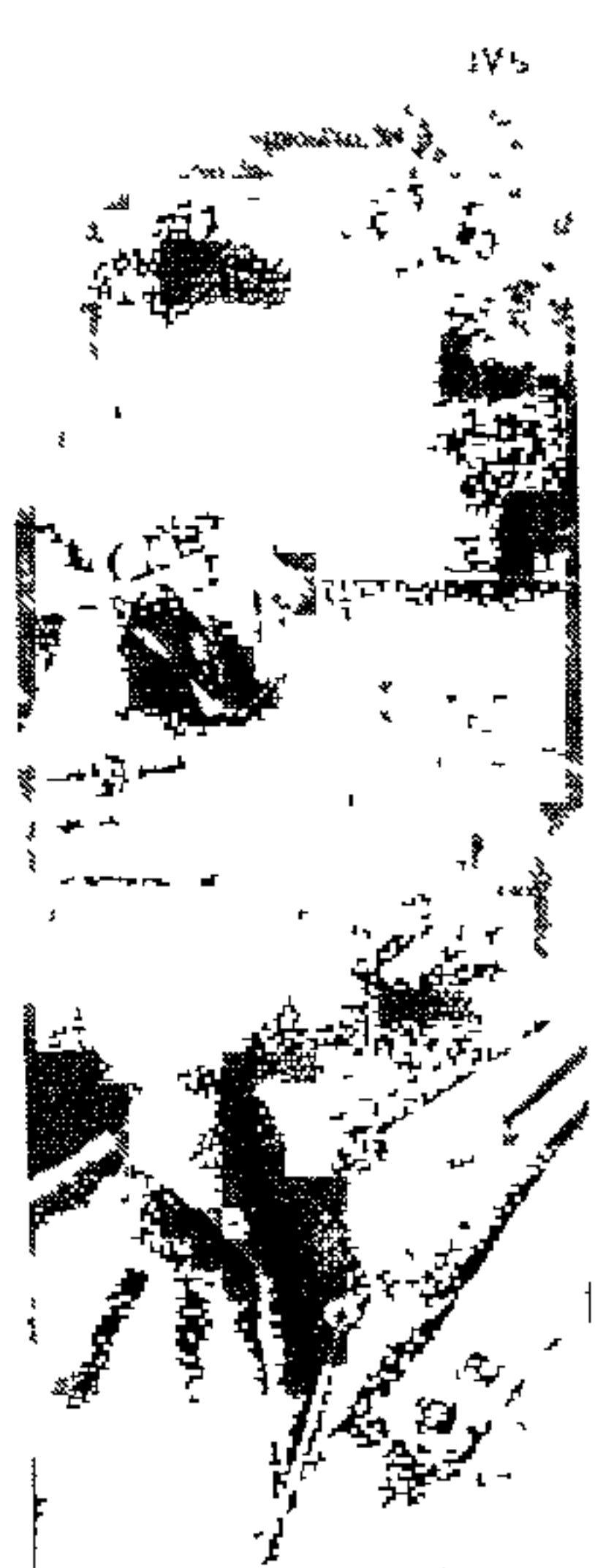
A Samancor spokesman said the return to work by the Grasvalley employees was regarded as "acceptance of management's offer" by the Bamcwu membership

"Had the workforce not returned to work by December 17, the strikers would have had their contracts of employment terminated," the spokesman said

He said the failure to return to work by these employees would also have resulted "in an earlier closure of the mine than originally intended"

Samancor might have to consider the closure of the mine due to the loss of "a major customer contract" which expired this month, the company spokesman said. But no final decision had been reached regarding this matter

Bamcwu's demands were — among other things — a 26 percent across-the-board increase retrospective to July 1, 1987. Management had offered a 17 percent increase back-dated to September 1



SECRETARY Mr Mbulelo Rakwena.

11/2/87

Refinery institutes lock-out ⁽¹³⁾ against 200 striking workers

Daily Dispatch
Correspondent

JOHANNESBURG —
Matthey Rustenburg Re-
finers (MRR) platinum
refinery yesterday insti-
tuted a lock-out against,
and technically dis-
missed, 200 workers who
have been on strike
since last Thursday in
protest against the plan-
ned relocation of the
Wadeville plant to Bo-
phuthatswana.

However, there is con-
fusion over the deadline
for acceptance of the re-
location and a return to

work, beyond which the
dismissals will not auto-
matically be rescinded

A Johannesburg Con-
solidated Industries
(JCI) spokesman said
the deadline is tomor-
row morning

However, the Chemi-
cal Workers' Industrial
Union (CWIU) branch
secretary, Mr Chris Bon-
ner, said notices handed
out to workers and a
telex received by the
union clearly state that
workers may not enter
company premises until
December 15, when they

will be paid out

MRR's managing di-
rector, Mr Jack Forbes,
said yesterday the com-
pany had reluctantly im-
posed the lock-out be-
cause of the union's
consistent refusal to ac-
cept the relocation
There had been numer-
ous strikes and stop-
pages over the issue in
the past year, he said.

He added that all
workers have been
guaranteed a position at
the new refinery The
move is scheduled for
the second half of 1988.

B/day
9/12/87
213

Major strikes dominate

GERALD REILLY

PRETORIA — Strikes in two major sectors of the economy — mining and railways — dominated the industrial relations scene in 1987, says Manpower director-general Piet van der Merwe

He said they would have a major influence on 1987 strike statistics, because of their duration and the large numbers involved

Although complete statistics for the year were not yet available, it could be said far greater use was made of the conciliation machinery laid down in labour relations legisla-

tion
It was likely the number of boards appointed would double to about 40 000 compared with 1986

A record number of disputes had also been taken to, and settled at, the industrial court

"There is no doubt in the labour relations field we are growing up fast. There is a greater maturity on both sides, and a greater acceptance of the procedures laid down before legal strikes can be declared"

Two jailed for landmine blast

Lowveld Bureau

NELSPRUIT — Patrick Vos Masibuku (27), an ANC member who planted a landmine which caused extensive damage to a Defence Force vehicle in kaNgwane last year, was jailed for eight years by a Nelspruit Regional Court magistrate yesterday

Nhlanhla Jeffrey Madonsela (25), who provided him with accommodation while he was planning the act, was jailed for five years

Both had pleaded not guilty before Mr A le Roux to charges under the Internal Security Act.

On July 29 last year an SADF Buffel triggered a landmine at kaNyamazane and, although no one was killed, one of the passengers was injured and damage of almost R20 000 was caused to

the vehicle.

Passing sentence Mr le Roux said deeds of terrorism were on the increase with between 200 and 300 having been reported in South Africa during this year.

Terrorism, he said, was an evil deed which caused untold pain and suffering to innocent people regardless of age, sex, religion or colour.

"The community has come to detest this cowardly form of terror and demands that the courts provide suitable penalties for those responsible and to dissuade others from planning similar deeds," he said.

Smiling broadly after being sentenced, Masibuku and Madonsela shook their fists, turned to the packed courtroom and shouted ANC slogans

STW 213
9/12/87

Striking miners warned

213
5/12/87

About 600 members of the Black Allied, Mining and Construction Workers' Union (Bamcwu), on strike at Samancor's Grassvalley chrome mine for the 20th day today, have been given until tomorrow to return to work or have the mine closed down.

Union spokesman Mr Mbulelo Rakwena said the threat to close the mine near Potgietersrus was "an attempt by management to end the dispute in a unilateral manner".

A spokesman for Samancor's labour relations department denied the decision to close the mine was aimed at forcing workers to end the strike.

"The union is aware of the total economic position of the mine. We expect further negotiations to take place in

the next couple of days."

The strikers are demanding an across-the-board wage increase of 26 percent against management's offer of 17 percent. They also want to be issued with free overalls and the increase be backdated to July 1.

Management had restored canteen facilities at the workers hostel, withdrawn after the strike started, said Mr Rakwena.

● Bamcwu decided at its recent congress to reject employee share-ownership schemes as "a ploy to dupe workers into being co-planners in the exploitative actions of management". The union has called on companies to address workers demands for housing and better wages.

Cape Times 3/12/87
213 200 200

Bomb explodes in miner's hands

PRETORIA — A miner was killed when a home-made bomb exploded in his hands last night at the Cooke section of the Randfontein Estates gold mine, police said yesterday.

A police report said the man was killed during a confrontation between two large groups of workers at the mine, about 30km west of Johannesburg.

The miner had hurled two "home-made bombs" at a rival group, injuring three people.

He was about to throw the third bomb when it exploded in his hands "fatally injuring" him. Police did not say what sparked the confrontation.

Two more people have been killed — one stabbed 65 times — in townships around Maritzburg, according to the police unrest bulletin.

Police discovered the body of an unidentified man who was stabbed to death and burnt at Taylor's Halt yesterday.

The man was stabbed about 65 times in the back, chest, stomach and neck.

The body of another man, with bullet wounds in the stomach, was found at Slangspruit, the report added.

Estimates are that more than 200 people have died in recent months in violence in the Maritzburg area. — Sapa

DAY

W

ES MEDIA PUBLICATION

For pens and markers.

Pentel.

FCB

ALAN FINE

MATTHEY Rustenburg Refiners (MRR) platinum refinery yesterday instituted a lockout against, and technically dismissed, 200 workers who have been on strike since Thursday in protest against the planned relocation of the Wadeville plant to Bophuthatswana.

However, there was confusion over the deadline for acceptance of the relocation and a return to work, beyond which the dismissals will not automatically be rescinded

A JCI spokesman said the deadline was tomorrow morning

However, Chemical Workers' Industrial Union branch secretary Chris Bon-

Lockout of 200
 MRR workers

213 B/day 1/12/87

ner said notices handed out to workers, and a telex received by the union, clearly stated workers may not enter company premises until December 15, when they would be paid out

MRR MD Jack Forbes said yesterday the company had reluctantly imposed the lock-out because of the union's consistent refusal to accept the relocation. There had been numerous strikes and stoppages over the issue in the past year

TIGER OATS has acquired the assets of MSD, the SA subsidiary of giant US pharmaceutical company Merck & Co for about R25m, as US sanctions pressure has stemmed the flow of capital into the country

Tiger Oats
 takes MSD

213 B/day 1/12/87

MSD MD Don Allen, emphasising that the agreement was not a disinvestment move, said the restructuring would continue all licensing arrangements, maintain technical access and assure the continued availability of Merck's products in SA

Merck spends about \$600m a year on research internationally, from which Barlow Rand subsidiary Tiger Oats will continue to benefit

Allen said sanctions had motivated the move, preventing the group from injecting enough investment capital into SA to allow for growth commensurate with their product ranges. With 13 major drugs, Merck, unlike many other drug companies, does not depend on one or two drugs

Barlow Rand executive director Robbie Williams said the acquisition fulfilled the group's long-stated intention of expanding operations in the pharmaceutical arena. He said MSD would be operated as a stand-alone business and would not be merged or integrated with

KAY TURVEY

Adcock-Ingram

No retrenchments were envisaged and Don Allen was to continue to manage the business until a Barlows appointment was made, he said

Merck, with a market value of \$28bn, is ranked No 7 in market value among US giants such as Coca Cola, Ford and American Express. Merck has been in SA since 1917, where it currently markets some 40 prescription pharmaceuticals and several major animal health and agricultural products

Merck chairman and CE Roy Vagelos said action had been taken after intensive study and reflection. He said "In the light of evolving circumstances, Barlow Rand is in a better position than Merck to maintain the availability and quality of our expanding line of human and animal health products and assure growth"

posals had gained only 44% support. The second quarter... Yesterday, rising 725c (19.5%) has regained a...

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who ambushed his chauffeur-driven car in Montevideo in 1971

CAP-TRANS. 3/19/87 (RECORDED) (101)
NUM's recognition fight (213)

JOHANNESBURG. — The withdrawal by Anglo American's President Brand Free State mine of its recognition of the National Union of Mineworkers would be contested by the union, the NUM said in a statement yesterday. Anglo American said in a statement it had withdrawn recognition at the mine in response to an attack by miners on team leaders who worked through the recent strike.

Mediation for steel strike

MEDIATION proceedings to resolve the wage dispute between 4 000 workers and their employer, Highveld Steel, resumed yesterday, the National Union of Metalworkers of South Africa (Numsa), said.

Numsa spokesman, Mr Bennie Fanaross, said Highveld Steel had agreed to mediation talks to resolve the wage deadlock.

But a management spokesman declined to comment on the latest developments, saying the ultimatum

given to workers to return to work today was still applicable

More than 2 000 Numsa members have been locked out of the company's plants since September 21, while workers at Spitskop quarry and Mapochs mine downed tools in sympathy

Mr Fanaross said the workers were united in their demand for a 75 percent across-the-board increase. Management is offering 41 cents.

(213) Somerset 13/10/27

213 13/10/87

Four gold producers' taxed profits fall 37%

PETER STACEY
Mining Editor

RAND MINES gold producers recorded an overall 37% drop in taxed profits to R29,7m in the September quarter, from R47,5m the previous quarter.

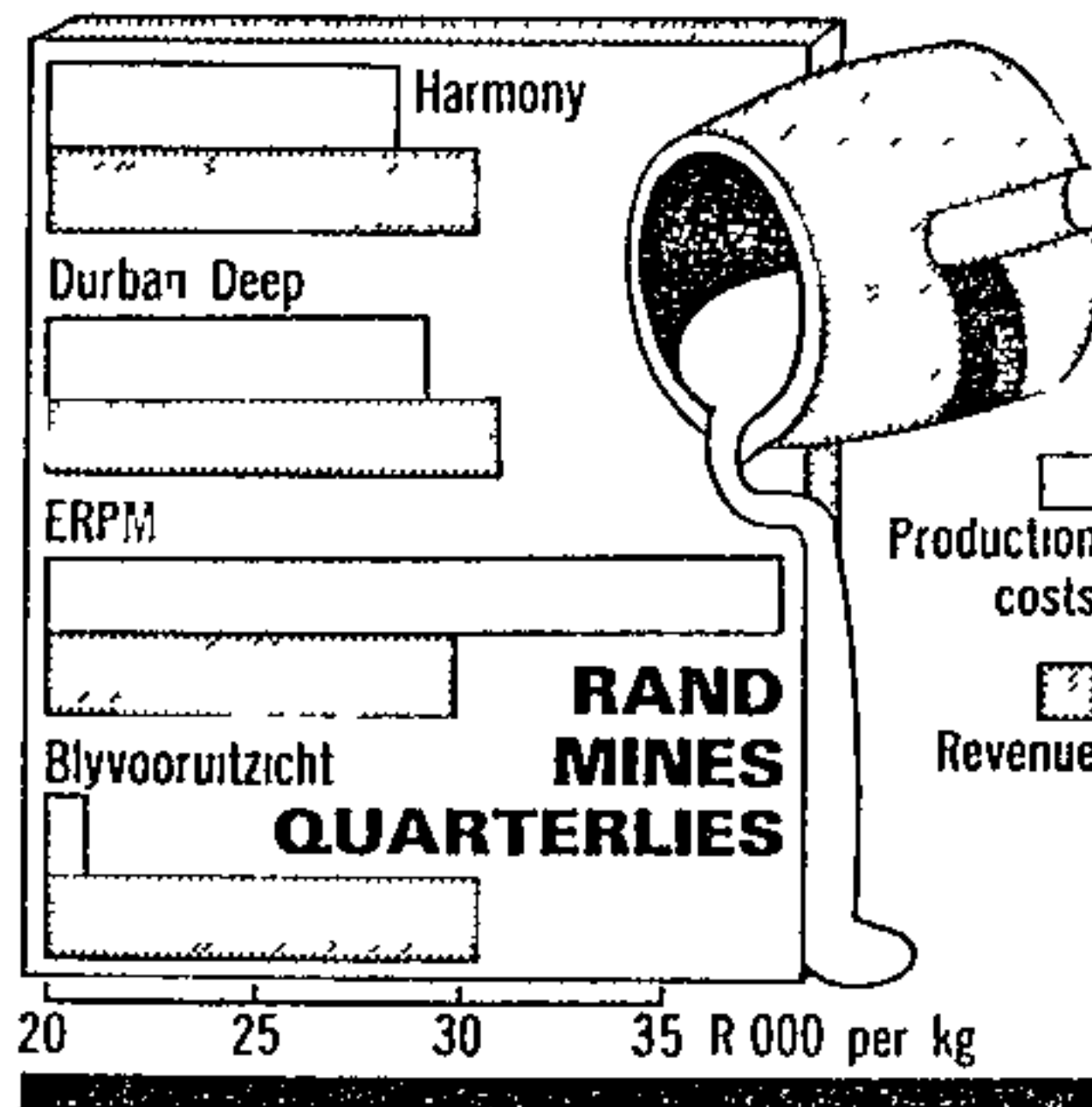
Harmony, the largest of the mines, increased milled tonnage by 8% to 2,41-million tons, but a sharp fall-off in grade to 2,93g/t (3,31g/t) cut overall gold produced by 309kg to 7 054kg

The three other mines in the group — which was unaffected by the National Union of Mineworkers strike — all increased milled tonnages. But higher costs, including the full impact of annual wage and salary increases, put a sharp brake on performance, despite a higher gold price

BLVVOORUITZICHT'S increased tonnage, higher gold production and higher revenue was offset by sharply climbing working costs. Taxed profits fell 6,2% to R15,45m (R16,48m). However, a lower level of capital expenditure meant that earnings improved marginally to 43,5c a share (43c)

ERPM, where future profitability hinges on the new Far East Vertical Shaft project, continued to operate with working cost levels well above revenue and recorded an operating loss of R17,9m (R15,4) for the three months.

However, there is light at the end of the tunnel for the Boksburg marginal mine. The Far East project is nearing completion and the directors expect that, from next year,



Graphic JOHN MCCANN

high grade tonnage from this area and the effects of a rationalisation programme will ensure working profits

High Composite Reef values in the Far East area "exceed earlier predictions". The average *in situ* grade sampled over 2 200m is 845 cmg/t, which translates to about 7,7g/t at a 1,1m stoping width.

Capital expenditure of R38,5m was slightly higher than in the June quarter. December quarter capex is estimated at 17,8m, and spending is expected to continue at this level next year.

Milled tonnage increased by 21 000 tons to

652 000 tons and, including 21kg recovered from slimes treatment, gold production increased from 2 217kg to 2 251kg at an average grade of 3,45g/t (3,53g/t)

A gold price of R29 279 a kg was almost R1 000 higher than in the previous quarter, but working costs at R37 937 a kg (R36 452) continued to outstrip revenue

"Working losses incurred in the older areas of the mine are proving to be excessive, and plans to curtail these losses are being implemented," the directors said

At HARMONY increased milled tonnage reflected the effects of the No 4 Shaft expansion programme, but disappointing grades in leader Reef workings adversely affected yield. Plans to move production to better areas are being implemented, and a return to previous higher levels is expected "within a short time"

While gold output and revenue dropped, revenue from uranium, pyrite and sulphuric acid rose from R9,1m to 15,8m

Taxed profits dropped to R29,3m, from R44,7m. But, after sharply reduced capital expenditure, attributable earnings showed an improvement to R15m (R11,9m), equivalent to 56c a share (44c)

Marginal producer DURBAN ROODE-POORT DEEP increased both tonnage and grade and produced 7,1% more gold. This, coupled with a R2 600 a kg higher gold price, contributed to a R2,9m taxed profit (R1,8m). But a higher level of capital expenditure meant the mine recorded a net loss of R4,2m (compared with a June quarter loss of R3,9m)

Rand Mines September Quarter	Tons Milled '000s	Yield g/t	Gold produced kg	Costs R/t	Costs \$/Oz*	Costs R/kg	Revenue \$/Oz*	Revenue R/kg	Net Profit R000s	Profit after Capex R000s	EPS after Capex cents
Harmony	2 406	2,93	7 054	84	430	28 493	459	30 408	29 330	15 022	56
June	2 225	3,31	7 363	81	380	24 460	453	29 127	44 660	11 892	44
ERPM	652	3,45	2 251	131	573	37 937	453	29 976	(17 944)	56 461	(509)
June	628	3,48	2 186	127	567	36 452	451	28 981	(15 417)	(52 461)	(473)
Durban Deep	600	3,17	1 905	93	441	29 191	468	31 030	2 871	(4 197)	(181)
June	588	3,03	1 778	89	457	29 402	441	28 370	1 766	(3 868)	(166)
Blyvooruitzicht	589	5,25	3 094	110	317	21 024	461	30 560	15 447	10 442	44
June	575	5,26	3 026	101	297	19 124	452	29 042	16 476	10 419	43

* Standard Bank average \$/R exchange rate \$0 4854 September Quarter

Strikers get freedom of movement on mine

An urgent application by the National Union of Mineworkers (NUM) for workers at Randfontein Estates Gold Mine to be allowed freedom of movement was postponed indefinitely after an out-of-court agreement was reached at the Rand Supreme Court late last night.

Under the agreement, the mine owner, the JCI mine will:

- Not interfere with workers' free access to and from the mine
- Allow buses to transport workers to and from the mine to meet union officials
- Allow the NUM branch chairman into the hostel to talk to the strike committee

The application was brought by NUM, which alleged the mine entrance had been cordoned off with barbed wire and patrolled by armed mine security guards and armoured vehicles. They also said workers who tried to leave were tear-gassed. These claims were denied by JCI.

An attorney, Mr Mark Euijen, who went to the mine to serve the application said he had been refused access at the gate.

According to the union, JCI said miners could leave only if they handed in their identity cards. In return, they would be given a letter of receipt and only in this way would they have free access to and from the mine.

The head of NUM's legal department, Mr Cuben Pillay, said the union wanted access to the miners and to the strike committee.

- Two of Matla power station's six units have been stopped in the last two days. Escom said the shutdown had nothing to do with the strike.

Miners at Matla's feeder coal mine, owned by Gencor, have been out for 16 days.

Escom's senior public relations officer, Mrs Laetitia van Staden, said the reasons for the shutdown were unrelated to a shortage of coal.

One unit was being overhauled and the other had gone into "cold reserve" because there was enough generating power in the system.

Mrs van Staden said Escom had no problems supplying customers.

- A chartered aircraft carrying NUM's assistant general secretary, Mr Marcel Golding, crashed on landing at Orkney yesterday.

Mr Golding, who was going to Randfontein Estates to address workers, said the plane crashed nose first as it touched down. No one was hurt.

- Britain's Anti-Apartheid Movement (AAM) launched a campaign in London yesterday in support of the strikers and protested against British interests in South African mining companies.

It pledged to raise money for the NUM.

5 killed in fighting at gold mine

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28/1/87
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Five miners had died and 12 were injured, two seriously, in fighting at Gencor's Leslie gold mine in the Eastern Transvaal since Sunday, the mine said.

A mine spokesman said the fighting, in which knives and knobkerries were used, involved about 500 mineworkers.

The cause of the clashes, which broke out on Sunday and again yesterday, had not yet been established.

Mine management had been engaged in talks since Sunday with employees, the Chamber of Mines and the National Union of Mineworkers (NUM) in a bid to establish the cause.

The names of the dead would be released after the next of kin had been informed, he said.

NUM could not be reached for comment.

A Gencor spokesman said today that workers on both last night's and this morning's shifts had reported for duty as usual. The condition of all hospitalised victims was satisfactory.



ABOUT 80 workers at Pabar Steel and Pressing in Chamdor on the West Rand protested against poor working conditions yesterday.

LABOUR BRIEFS

• More than 200 000 Num members in 35 gold and coal mines are poised to go out on a legal strike after the majority of mineworkers voted in favour of a strike in a ballot two weeks ago.

Mr Golding said the strike date was still being kept secret as the union was still finalising plans for the action.

The Num decided on a wage strike ballot after talks between the union and the Chamber of Mines deadlocked last month.

A STRIKE by about 350 Witwatersrand Technikon workers ended yesterday after talks between a worker delegation and the college management.

Mr P E du Plessis, registrar of the technikon, said the workers had returned to work after he had met with their representatives to discuss grievances.

"At this stage the workers will elect a

liaison committee and after that there will be a set channel for them to discuss their grievances with management," said Mr du Plessis.

The worker whose dismissal sparked the strike would not be reinstated, he added.

Mr Jethro Dlalisa, branch secretary of the Transport and General Workers Union, said the workers went back to work after hearing that the union would apply for a conciliation board hearing to deal with the dismissal.

Mr Dlalisa said the technikon was refusing to recognise TGWU even though it had more than 70 percent of the black staff as members.

Mr du Plessis said TGWU would not be recognised as universities and technikons do not fall under the provisions of the Labour Relations Act which governs collective bargaining in the country. — Sapa.

NUM, De Beers head for a collision

THE National Union of Mineworkers is headed for another confrontation — this time with one of the world's largest diamond mining consortium, De Beers Consolidated Mining Limited, after wage talks for its 7 700 members deadlocked last week.

The mines affected are Namaqualand, Kimberley, Finsch Mines, Geology and Premier Mines.

Num's assistant general secretary, Mr Marcel Golding, said yesterday that the union

BY THEMBA MOLEFI

had applied for a conciliation board hearing after De Beers rejected the workers' 30 percent across-the-board rise demand.

Mr Golding said the company offered 15 percent, 13 percent and 12,5 percent increases for three categories of mineworkers respectively.

He said Num also demanded a five-day week, three additional leave days, a maximum 126 sick leave days which should be spread over a

three-year cycle and that sick leave be paid on the first day of illness.

Mr Golding said other demands included May 1 and June 16 as paid holidays, a shift allowance increase of eight percent, service increment of one percent of basic wages for every year of working for the company and that the implementation date be May 1.

Mr Golding said "Num believes that the 15 percent offered does not compensate workers' losses last year after

being affected by the inflation rate.

"We know that the company is in a firm financial position to meet our reasonable demand after they recorded huge profits in the last few years.

• A spokesman for De Beers confirmed that the company had received notice of Num's intention to apply for conciliation.

He said that discussions were continuing and that the dispute would hopefully be resolved amicably.

NUM asks Chamber not to interfere with strikers

By Mike Siluma

With the national wage strike by 200 000 members of the National Union of Mineworkers (NUM) just 48 hours away, the union has sent an urgent letter to the Chamber of Mines seeking guarantees that there be no interference with the strikers

NUM's move came as tension concerning the wage dispute continues to build up, with nearly 2 000 workers downing tools at Gencor's Matla colliery

A chamber spokesman said the chamber had not been able to reply to the NUM letter yesterday and that a reply might be sent to the union today

In its letter to the chamber yesterday, NUM said it believed that "some, or all (Chamber) mines intend to deprive our members of food during the strike"

"We also know that in previous cases, attempts have been made to break strikes by violent, unlawful or improper means. We are very concerned there will be repetition of this conduct," said NUM.

After protracted negotiations between the National Union of Metalworkers and Iscor, the company has agreed to extend its ultimatum for 7 000 workers to return to work to Monday.

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7/18/82

Miners trickle back to work after strike

Daily Dispatch
Correspondent

JOHANNESBURG

Miners began returning to work on Sunday night and yesterday after their three-week strike, but the turnout was by no means total.

Anglo American reported that at shafts where no workers had been dismissed absenteeism was normal.

A spokesman for Gen-

cor, the group second-hardest hit by the strike, said there had been about an average 80 per cent turnout on most affected mines.

Two exceptions were the Blinkpan and Matla collieries where report back meetings were still being held and attendance was low.

The spokesman said employees were continuously returning and he expected a return to normality within a few shifts.

A Rand Mines spokesman said the return to work by the 4 000 strikers at the Douglas Colliery complex had been gradual. He said some had left the hostels during the strike while others had been away for the weekend.

The potential for conflict between Anglo and the National Union of Mineworkers (NUM) over the status of miners dismissed during the strike escalated when the company reiterated that their re-employment was subject to the availability of jobs and acceptable individual work records.

The NUM has threatened court action if all are not re-employed.

JCI said the position of the 6 000 dismissed from Randfontein Estates would be made known today.

A source said he believed the group's approach would be similar to Anglo's.

Sapa reports that the Minister of Finance, Mr. Barend du Plessis, denied press reports yesterday that foreign funds destined for the NUM had been blocked.

Mr. Du Plessis said the Treasury, as the body responsible for exchange control, wanted to announce that the Reserve Bank had been instructed to "monitor" sums of money that were received from overseas for the NUM.

With a view to carrying out the instruction properly, there were, on a few occasions, slight delays in the paying out of the funds, he said.

1/9/82
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Govt denies delay on miners' money

CAPE TOWN 1/9/67
Political Staff 213

PAYOUTS of foreign funds sent to the National Union of Mineworkers (NUM) during the strike were delayed in some cases because the government had ordered the Reserve Bank to monitor such funds.

This was said yesterday by the Minister of Finance, Mr Barend du Plessis, who denied reports that the government had withheld foreign funds to the NUM during the three-week strike, which ended at the weekend.

● Our Johannesburg corre-

spondent reports that miners began returning to work on Sunday night and yesterday

Anglo American reported that at shafts where no workers had been dismissed absenteeism was normal

A spokesman for Gencor said there had been about an average 80% turn-out on most affected mines. Two exceptions were the Blinkpan and Matla collieries, where report back meetings were still being held and attendance was low

A Rand Mines spokesman said the return to work by the 4 000

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Miners' return to work not total

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A spokesman for Gencor, the group

ALAN FINE

second-hardest hit by the strike, said there had been an average 80% turnout on most affected mines. Two exceptions

● To Page 2

Gencor mines have 80% turnout

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The spokesman said employees were returning all the time and he expected a return to normality within a few shifts.

A Rand Mines spokesman said the return to work by the 4 000 strikers at the Douglas colliery complex had been gradual. He said some had left the hostels during the strike, while others had been away for the weekend.

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← ● From Page 1

The NUM has threatened court action if all are not re-employed.

GERALD REILLY reports from Pretoria that Manpower director-general Piet van der Merwe said the settlement of the miners strike showed that the country's industrial relations legislation could work.

He said his department was pleased a mutually acceptable solution had been found after days of bargaining and negotiation.

The strike and its aftermath had proved the conciliation machinery was being used effectively.

● See comment, Page 8

Mineworkers filter back to shaft

By Tim Cohen
Miners were filtering back to work all over the Transvaal and the Free State yesterday in a process which could last until the end of the week

deadline to return to work
The spokesman said that on mines where there were no dismissals, there had been no hold-ups.

An Anglo American spokesman said yesterday most of the strikers would be re-employed in terms of an agreement with the National Union of Mineworkers (NUM) which gave the miners a seven-day

But the 26 000 gold and coal miners who had been dismissed would have to be re-processed, the spokesman said.

Anglo states re-employment terms

Anglo American Corporation (AAC) said in a statement yesterday that at a press conference shortly after agreement was reached, its spokesman Mr Bobby Godsell spelt out the understanding reached on Friday evening on re-employment of dismissed workers.

report within seven days and are re-employed will enjoy their previous conditions of employment.

- "AAC will re-employ, together with new recruits, subject to the availability of jobs and acceptable individual work records, dismissed employees.
- "Again subject to the availability of jobs, those dismissed employees who

● "Where the jobs previously filled by dismissed employees are no longer available, but jobs on a lower grade are, these jobs will be offered to them.

● "AAC has undertaken to discuss further with NUM the special circumstances of workers dismissed at the two shafts which have closed, Vaal Reefs No 6 and Western Holdings No 1"

Statistics on the number of miners back at work on Anglo mines were not immediately available

Dismissed mine-workers were being re-employed, together with new recruits, subject to the availability of jobs and the acceptability of their work records

Gencor, the other main mining group affected by the strike, has reported that attendance at some mines is virtually normal while at others workers are still due to report for duty.

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Mine talks continue

JOHANNESBURG — The National Union of Mineworkers and Anglo American are to sit down to another round of talks today to discuss the rehiring of workers dismissed during the three-week long gold and coal miners' strike, which ended last night

Both sides said different terms had been agreed to with Anglo's head of industrial relations, Mr Bobby Godsell, saying miners dismissed "would be taken back if their jobs were still available"

The NUM general secretary, Mr Cyril Ramaphosa, said at a Press conference the agreement was that all miners dismissed would be taken back — Sapa

Assocom in talks with Du Plessis

Business Day Reporter

AN ASSOCOM delegation led by organisation president Harold Groom met Manpower Minister Pietie du Plessis and his Director-General Piet van der Merwe in Cape Town yesterday.

According to Assocom, the meeting was an overall review of labour relations in SA.

Groom told Du Plessis that, although there was scope for evolutionary improvements in the collective bargaining process, the basic underlying philosophies and mechanisms were sound.

Regarding the recent mineworkers' strike, Assocom welcomed non-interference by government in labour negotiations, and expressed the hope that this stance would prevail in future.

Assocom also emphasised that no industrial relations system could be expected to withstand unreasonable political pressures indefinitely. This pointed to the need for appropriate political structures to be evolved.

Labour updates

JCI must prove 'wild' claims — NUM

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28/9/87

JCI management should prove in detail its 'wild' accusations that 33 miners at 13 gold mines were murdered for defying the miners' strike, the National Union of Mineworkers has said.

NUM assistant general secretary, Mr Marcel Golding, said the union was unaware of the "wild accusations made by mine management".

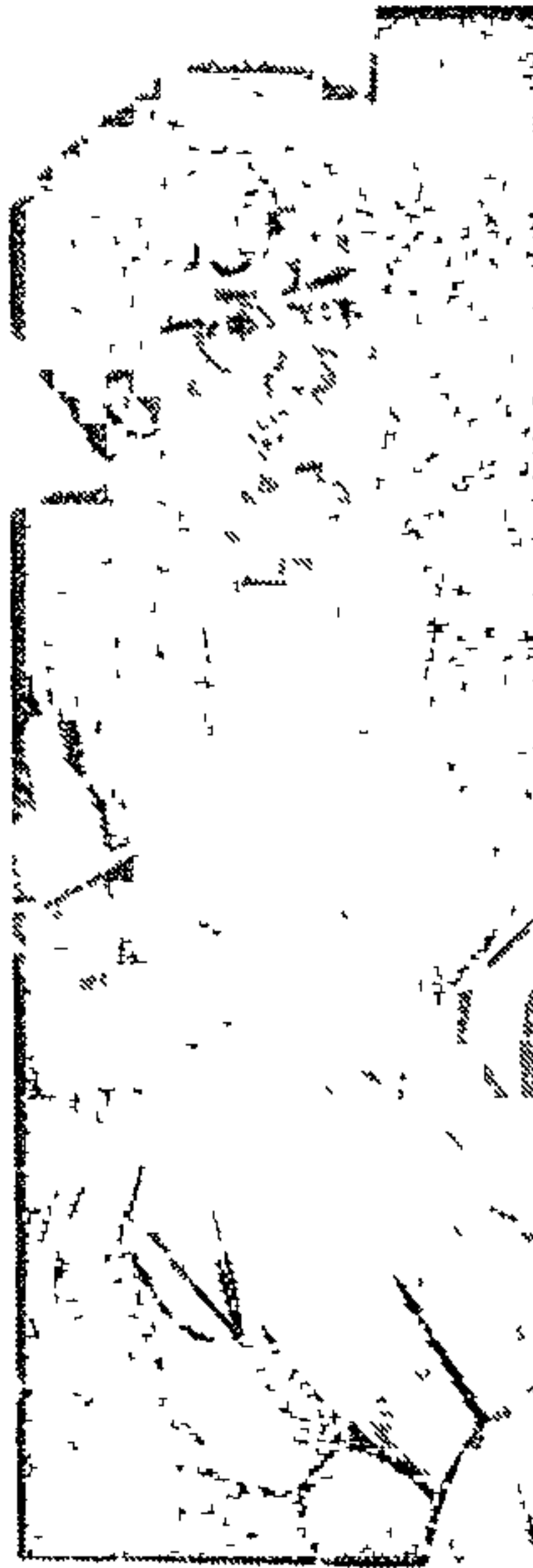
"We are going to get management to prove the allegations and give details. It must give us more information and substantiate the events," he said.

Killed

Mr Golding was reacting to JCI's statement that mine owners had information that 20 of those killed died because they ignored the strike call.

Chairman of JCI's Gold and Uranium Division, Mr Ken Maxwell, said on Wednesday night that workers were being systematically killed outside the hostels. Pangas were being used, he said.

According to a Johannesburg afternoon



MR Marcel Golding.

newspaper, victims who had survived the attacks — which started with three killings at ERPM mines — said they were assaulted by people who had supported the strike.

Two people were reported to have died at the Rand Mutual Hospital after being admitted with severe injuries.

Bodies have been found in swamps, on the roadside, in residential areas and in the veld

JCI's general manager (mine human resources), Mr Barry Lowe, said the matter was being handled by the police who were investigating. The police in Pretoria had not replied to the *Sowetan's* telex inquiry at the time of going to press yesterday.

Attacks

Mr Lowe said the attacks occurred outside mine property.

Sources at the NUM said that several mines listed by JCI, where the killings occurred, were not affected during the strike and that they operated normally.

Those singled out were Blyvoortuitzicht and ERPM

JCI listed the mines as Blyvoortuitzicht, ERPM, Harmony, Randfontein, West Rand Consolidated, Stilfontein, East Driefontein, Grootvlei, Durban Deep, Hartbeesfontein, St Helena, Kloof and Libanon. They are owned by either JCI, Gencor, Gold Fields, or Rand Mines Property.

'4 000 JOBLESS AFTER STRIKE'



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30/11/87

THOUSANDS of jobs have been lost in the mining industry as a result of the recent strike by National Union of Mineworkers (Num) members a senior mine official has said.

Western Deep Levels general manager, Mr Fred Bayley, quoted in the *Mining Sun Newspaper*, said 4 000 jobs would be lost due to the closure of two Anglo American shafts. *Mining Sun* is a mouthpiece of the Chamber of Mines

Mr Bayley said: "On reflection, however, it would seem a small benefit to have been achieved for considerable discomfort and the loss of wages for 21 days. In addition to the loss of wages, board and lodging fees were deducted from each man on strike

"Far worse is the fact that 4 783 were discharged as a direct result of the strike, and a further 3 456 were discharged as a result of disciplinary action

being taken against them for such acts as intimidation, violence, damage to property and for being absent without permission after the completion of the strike "

The mine official said it should be noted that there was a "significant reduction" in the number

of jobs available in the industry

Agreed

He said although it had been agreed "returning labour" would be re-employed, those employees dismissed during or after the strike for misconduct would not be employed

again

"In fact the whole strike was an exercise in futility and human tragedy and our manning programme has suffered as a result of this action," Mr Bayley said

Num general secretary Mr Cyril Ramaphosa told the *Sowetan* that his

union would contest the dismissals in the Industrial Court He said mine bosses were using the strike "as a pretext to get rid of certain mineworkers "

Thousands of mineworkers went on strike in August this year demanding 30 percent wage increases

APC - TIME 25/9/87

Mine killings: NUM ²³ rejects publicity stunt

JOHANNESBURG — JCI's allegation that 33 miners were murdered for defying the strike that ended last month, is wild and unsubstantiated, the National Union of Mineworkers said last night.

A NUM spokesman, Mr Marcel Golding, said the allegation, made yesterday by the head of JCI's Gold and Uranium Division, Mr Ken Maxwell, was "a cheap publicity stunt".

The killings — which started with three killings at ERPM on August 31 — had taken place at Randfontein, ERPM, Stilfontein, West Rand Consolidated, East Driefontein, Blyvooruitzicht, Grootvlei, Harmony, Durban Deep, Hartebeesfontein, St Helena, Kloof and Libanon, Mr Maxwell said.

The head of the SAP Public Relations Directorate in Pretoria, Colonel Vic Haynes, said he was not aware of any orchestrated attempt to murder miners who had not participated in the three-week strike — Sapa

33 mineworkers murdered

SM 24/9/87 Staff Reporters (12) (23)

At least 33 men who defied the miners' strike have been murdered on 13 gold and coal mines since the return to work, Mr Ken Maxwell, chairman of JCI's Gold and Uranium Division, said last night.

He said mine owners had information that 20 of those killed died because they had ignored the strike call, and suspected that this was the motive for the others as well.

"We are in a very difficult situation," said Mr Maxwell "The workers are absolutely terrified. Systematically people are being killed outside the hostels. Pangas are being used."

He said JCI had information that the murders were carried out by workers who had obeyed the strike call.

Victims who had survived attacks — which started with three killings at ERPM on August 31

— said they were assaulted by people who had supported the strike.

A spokesman for Rand Mutual Hospital confirmed last night that there had been an upward trend in panga attacks since the strike ended.

Rand Mutual Hospital deals only with serious injuries received by members of the mining industry

The spokesman said three JCI miners had been admitted recently with severe injuries. Two of them died.

However the head of the South African Police Public Relations Directorate in Pretoria, Colonel Vic Haynes, said last night that he was not aware of any orchestrated attempt to murder miners who had not participated in the three-week strike.

"I am not aware of this matter. The facts must first be checked out before I can comment," he said.

The National Union of Mineworkers could not be contacted for comment today.

The killings have taken place at Randfontein, ERPM, Stilfontein, West Rand Consolidated, East Driefontein, Blyvooruitzicht, Grootvlei, Harmony, Durban Deep, Hartbeesfontein, St Helena, Kloof and Libanon.

These are JCI, Gencor, Gold Fields and Rand Mines complexes.

JCI said it had also learnt of threats to engineer accidents underground to deal with strike breakers, and threats of stage-managed ethnic clashes. An instruction was issued by people allegedly responsible for the killings to get Shangaans from Mozambique particularly because many had broken the strike.

The attacks included

- A man who was assaulted in his house. He died later
- A man was dragged out of his car and attacked with pangas. He died in hospital the next day
- A miner had his nose slashed off outside his hostel.

Bodies have been found in swamps, on the roadside, in residential areas and in the veld



The JCI electrician whose nose was almost sliced off.

Man's nose almost severed

A JCI electrician said last night he had been assaulted by a group of mineworkers looking for Shangaans who did not take part in the strike.

The miner, who asked not to be named, had his nose almost severed during the attack last Friday. He was treated at Rand Mutual Hospital

He said many Shangaans did not take part in the strike and he was apparently mistakenly identified as a member of the tribe. He said he believed the group of miners intended to assault Shangaans for not taking part in the strike.

He was attacked while walking near mine property. The four attackers, whom he did not recognise, then demanded to know what nationality he was. "When I said I was a Xhosa they left me alone."

R250-m denial

THE Chamber of Mines yesterday denied that the national miners' strike during August cost mining companies "about R250 million" as has been reported.

The Chamber did, however, say that the

strike did contribute to the lower output during August, which amounted to about eight tons, but added that the loss could largely be attributed to a fall in the average grade of ore mined.

A Chamber of Mines spokesman said no calculations of losses caused by the strike had been made by the Chamber.

"The impact of the strike on production can only be assessed with any degree of accuracy when the mines' quarterly results for the period July-September are published in October," said the spokesman.— Sapa.

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Millions lost during mineworkers' strike

16/9/87

By Sven Lünsche

(213) SML

The recent three-week strike by the National Union of Mineworkers (NUM) cost the gold mines about R250 million in revenue while the mineworkers' wage loss in that time was about half that amount, the Chamber of Mines said yesterday.

At an average salary of about R420 a month, the loss in wages for 300 000 workers amounted to about R126 million.

Official chamber figures showed that gold output during August fell by 279 000 ounces compared with the July figure of 1,7 million ounces. The average price for an ounce was R930 during the month.

Mr David Kennedy, economist at the chamber's public relations department, said the decline had to be ascribed to the strike, but he added that falling grades also contributed to the lower output.

One analyst said: "At some mines, production records were set during the month, largely as a result of increased mechanisation."

NUM hits at mine 'scab' killing claim

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7/8/57

JOHANNESBURG — JCI's allegation that 33 miners were murdered for defying the national mineworkers strike that ended last month is "wild and unsubstantiated", the National Union of Mineworkers said last night.

The NUM spokesman, Mr Marcel Golding, said the allegation made yesterday by the head of JCI's Gold and Uranium Division, Mr Ken Maxwell, was "a cheap publicity stunt".

Mr Maxwell said mine-owners had information that 20 of those killed died because they ignored the strike call, and suspected that the others died the same way.

He said JCI had information that the murders were carried out by workers who had obeyed the strike call, the so-called "scabs".

The killings — which started with three killings at ERPM on August 31 — had taken place at Randfontein, ERPM, Stilfontein, West Rand Consolidated, East Driefontein, Blyvooruitzicht, Grootvlei, Harmony, Durban Deep, Hartebeesfontein, St Helena, Kloof and Libanon, Mr Maxwell said.

Mr Golding said the NUM was aware of the deaths of the miners and would be "requesting more details".

"Mr Maxwell is casting aspersions on the strikers and particularly the NUM," he added.

He said the mines where Mr Maxwell claimed the deaths occurred included mines where no strikes had taken place.

The head of the South African Police Public Relations Directorate in Pretoria, Colonel Vic Haynes, said he was not aware of any attempt to murder miners who had not participated in the strike — Sapa.

THE Chamber of Mines yesterday expressed concern at the incidence of violence in the industry during and since last month's strike, and said it was awaiting the results of SAP investigations into a number of deaths

JCI's Ken Maxwell said on Wednesday that at least 33 miners had died since the strike, apparently because they had ignored the strike call

The National Union of Mineworkers (NUM) said it would attempt to get more details of the alleged murders and assaults, but warned against wild and unsubstantiated allegations which it said were an attempt to cast aspersions on the union and strikers

Precise numbers of victims were unclear yesterday after Business Day contacted the six major mining houses. Those who supplied figures reported 22 deaths during and since the strike

JCI personnel division GM Barry Lowe said two employees at Randfontein Estates had died on September 19 after being attacked a few days before. Neither had taken part in the strike. Investigations were being conducted on the ba-

Strike deaths worry CoM

ALAN FINE

sis that the attacks had been the work of individuals

Gencor executive director Naas Steenkamp said the group was "deeply worried" about violence perpetrated on individuals on its mines. He said two St Helena employees died in an incident on Saturday night, but did not say whether they had taken part in the strike

He said 11 workers had been killed on Gencor mines during the strike. All the deaths were being investigated by police.

Anglo American announced previously the death of seven non-strikers at its New Denmark colliery on September 12

A Rand Mines spokesman said yesterday there had been an increase in violent deaths on the mines and many of them were strike-related

A Gold Fields spokesman said there had been "a number of suspicious deaths" since the strike.

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11/01/87
LESSONS LEARNED FROM THE BIG STRIKE

SOWETAN Africa News Service

THE mining strike had proved that there were no winners in a strike, Manpower Minister, Mr Pietie du Plessis, said in Cape Town yesterday.

Commenting in an interview on the conclusion of the strike on Sunday, Mr du Plessis said, "I am delighted it has come to an end."

He said everyone learnt a lot from a strike, with the main thing being that no one was the winner.

"Economic forces brought the conclusion of the strike."

The labour legislative reforms had proved their worth leaving negotiations in the strike to the employers and employees with no Government interference.

Both parties had accepted the legislation in attempting to resolve the dispute.

All the Government had done was to supply the machinery for settling disputes while negotiations were still underway.

Warning

Mr Peter Gastrow, Progressive Federal Party manpower spokesman, said despite high costs the strike experience showed that South Africa's labour relations had reached new levels of sophistication.

Many sceptics of the new labour dispensation had not thought this was possible.

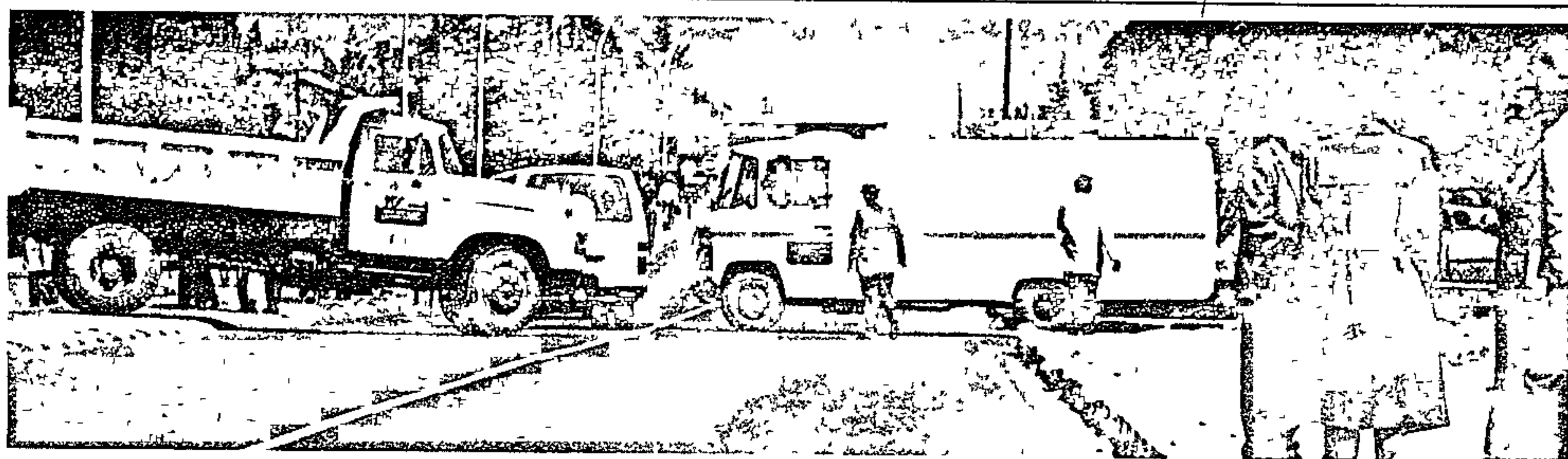
The way the strike had been conducted amounted to a vote of confidence in the labour dispute settling procedure and a warning to the Government against interfering in matters in which management and labour could best resolve themselves.

It was also a last minute warning to the Government not to use the Labour Relations Amendment Bill (due to be published shortly) to permit State interference.

Mr Frank le Roux Conservative Party manpower spokesman, said he was very pleased the strike was over but he had misgivings over the fact that the National Union of Mineworkers had succeeded in having such a long strike.

"Although this was done by the textbook, South Africa cannot afford a 24-day strike in such a sensitive industry."

He called for stronger measures to prevent a similar strike in the future.



Mine security guards blocked the entrances to several mines

The king of spades

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"IF Harry Oppenheimer is the king of diamonds," an exhausted union official remarked dryly as the miners' strike entered its third week last week, "then Cyril Ramaphosa is the king of spades."

Ramaphosa, the general secretary of the National Union of Mineworkers (Num), has led 300 000 black miners on 40 South African gold and coal mines into a strike that has cost the country's mining industry R190 million so far, according to an estimate.

No explanation of the strike, nor of the union itself, is complete without Ramaphosa.

The 34-year-old organiser is the son of a policeman whom Ramaphosa and his exiled brother persuaded to retire shortly before the 1976 student uprising.

His grandfather was a miner who spent six months of each year walking to and from home in Venda, South Africa's northern-most "homeland", to work for the other six months on Kimberley's diamond fields.

Ramaphosa gave up his articles with a Johannesburg law firm to become legal adviser to the Council of Unions of South Africa (Cusa) five years ago.

When Cusa launched Num — one of probably half-a-dozen attempts by South Africa's emerging black trade union movement to organise the miners — Ramaphosa was appointed to head a team of six organisers. By the end of the first year, they had 6 000 members.

In an industry in which an increasingly centralised ownership could draw on almost a century of experience in controlling its big workforce — and believed their own myths that the workforce was not organisable — Num had nothing to gamble with.

Dominant union

Even the year, when Num had established itself as the dominant black union in the industry, the union's "victory" consisted of agreeing to a wage offer the Chamber had decided to implement anyway.

Using a wide range of tactics to demonstrate the value of union membership when it was not yet powerful enough to force agreement from employers, Num had gained sufficient strength by 1984 to force from a mining house something its executives had not intended. With the majority of the Chamber refusing to budge, Num gambled on the few cards in its hands — and won. After Num had won wide support among its members in a strike ballot, Anglo American, the Chamber's biggest member, backed down at the eleventh hour, offering Num a slight improvement.

Ramaphosa, playing with painfully few cards, was proving a mean poker player at a table dominated by professionals.

Classic error

The next year proved that he, and Num, had some learning to do. Anglo again broke from the rest of the Chamber to make a separate offer, neatly leading Num into the classic error of playing its weakest card. With the union's power-base on Anglo mines neutralised, Num called out its members on Gencor and Gold Fields of South Africa mines, where union

South Africa's mining houses expected the miner's strike, called off last Sunday, to last only three days. It lasted a bruising three weeks resulting in at least six deaths and production losses of between R300 and R400 million. Central in the strike, the largest in South African labour history, was Cyril Ramaphosa, the son of a policeman and general secretary of the National Union of Mineworkers.

membership was patchiest. Num predicted a 70 000 strong response. Just 12 000 answered the strike call, and Num hastily retreated. Its representation on Gold Fields' mines has still not fully recovered the injuries of 1985, compounded a year later by Gold Fields workers' decision to come out before the official strike date, thus losing the protection of a legal strike, and limiting Num's ability to prevent dismissals.

Num was learning fast, but had not considered playing the hand that would break the bank — a national black miner's strike that would clearly demonstrate that the balance of power had finally shifted from the mining houses to the miners.

Gambling

However, by refusing the 30 percent average wage increase, worth an average R140 a month to black miners, the men at the other end of the table forced Ramaphosa to put his cards on the table, gambling on their belief that the miners would settle for the 23,5 percent they were offering.

Anglo American's gold and uranium division boss Peter Gush was sufficiently confident of the gamble that he announced before the strike that Anglo would never budge on its offer.

Num predicted a not immodest 200 000 turnout, a figure exceeded even by the Chamber's grudging admission that 230 000 workers were out. Num itself put the count at 340 000.

And at the union's last pre-strike press conference, Ramaphosa demonstrated just how badly the Chamber had underestimated his poker skills, and the strength of his cards — he pulled two more aces out of his sleeve. The first was the threat — carried out only partially so far, but strongly enough to make clear its potential — to expand the strike from the gold mines and collieries covered by the negotiations to cover both Chamber and non-Chamber gold and coal mines and into the Northern Cape diamond fields, the Eastern Transvaal chrome mines, the Western Transvaal platinum mines and into processing plants throughout the country.



Cyril Ramaphosa

The second was "operation exodus", by which workers on mines where the strike was weakened by attempts to break it, would simply pack up and go back to the rural areas. Such an action, carried out in strength, will inevitably extend the strike for up to two weeks beyond any final settlement. Most of the miners are migrant workers from the Frontline States and independent black homelands, and travelling to the mines is a journey lasting up to a week.

About 20 000 miners have already taken that option, and a further 25 000 could do so by the weekend.

The workers caught up in a wave of worker militancy that has left no section of South African industry untouched, and realising for the first time the actual economic power they wield as a united group, are the actual strength of Ramaphosa's hand. Ramaphosa remains the central figure, the man dealing the cards.

Central figure

For the media he is the central figure because — unlike the 300 000 strikers and their local level leadership, cut off in their hostels by para-military mine security units — he is accessible.

But for the union itself he is a central figure, partly because of the undoubted power of his personality, but largely because of the nature of the mining industry and its labour relations.

When the unions, which have since consolidated into Cosatu began coalescing in the wake of the wave of wildcat strikes which hit South Africa in 1973 they had to break through a layer of white or white-dominated, established trade unions whose domination of labour relations was cemented into place by a national, government-approved set of industrial councils in which national minimum wages and working conditions were set once a year for each industry.

To do so, they had to establish their strength on the factory floor and to fight for the legitimacy of local level bargaining above that of national agreements. Once they had done that unions such as the Metal and Allied Workers' Union (Mawu) — now consolidated into the National Union of Metalworkers of South Africa as Cosatu's second largest affiliate — entered the industrial council as the dominant force.

Organising

Num, by comparison, began organising almost a decade later in a highly-centralised industry. The six Chamber of Mines groups produced, for example, 636 of the 669 tons of gold coming out of South African mines in 1985.

With a vast workforce recruited mainly through The Employment Bureau of Africa (Teba) — and thus less accessible to union organisers than workers in other sectors — mine managements have always dealt with their workers as a single unit — the Chamber of Mines, which also handles much of the logistics of moving the gold for member groups once it is out of the ground.

Although black workers were granted the legal right to join trade unions in 1979, the recognition of this right for mine workers came only three years later, and the unions contending for membership moved into an area of recruitment untouched for almost 30 years, since the State and the mining houses combined to smash the African Mineworkers' Union in 1946.

A further factor, encouraging cen-

tralised bargaining was the failure to pressure individual mine management through strike action — each mining house owned too many mines for a single strike to have any effect. The mining houses simply sacked the strikers and accepted the resultant losses on that mine until a new workforce was in place.

The only way to put pressure on employers in South African mining was, Num learned quickly to put pressure on the entire sector.

So, in a union federation which still places great emphasis on local level union strength and the resultant collective leadership, Num emphasises its national strength, with the resultant prominence of its national leadership.

To overcome its unique difficulties, Num has developed to a level of almost military precision that has enabled them through their network of shaft-steward structures, to know at any hour of the strike what is happening on any of the 50 odd mines. And to know it almost as fast as the Chamber's own highly centralised network.

Negotiations

In addition with 261 000 paid-up members, about 180 000 of them in mines covered by the negotiations, Num brought out somewhere between the Chamber's claim of 230 000 and its own estimate of 340 000 — and, more importantly in an industry where three day strikes are remarkable kept them there longer than black miners have ever stayed out.

None of which guarantees Num's immortality should the State and the mining houses decide they can weather the cost (the Government reportedly lost R20 million in tax in the first week) of even more extensive worker action and physically destroy the union. But it would be at awesome cost. When Anglo American sacked 14 000 workers at a single mine two years ago, they had to recruit "new" miners from among that same 14 000 — there are not enough unemployed black workers in Southern Africa with the necessary skills.

Sacked

Ramaphosa estimates that the mines would lose at least two full months production if they sacked all the strikers.

And while Num has only the paid up allegiance of a third of the total mining workforce, it has taken five years to get there. The union has also showed, in this strike, that it has informal support far beyond its formal membership.

It already has probably its highest possible membership on Anglo American mines. Its strength in the second biggest group, Gencor, is solid. To entrench itself permanently, it needs to re-establish itself at the Chamber's major union basher, Gold Fields. That, however, would seem to be next year's task.

Now that Num has won — and Anglo American chairman Gavin Relly gave a clear sign of nervousness at the company's annual general meeting this week — that task will be a great deal easier.

And the poker players who sit across the table from Ramaphosa have waited too long to break the pushy young upstart. Agenda Press Services.

SA mine accident rate is dropping

In response to the letter from Mr Jack Curtis, "Accident figures queried" (The Star, September 1), the figure of well over 56 000 killed on British coal mines this century was obtained from data supplied by the Health and Safety Executive in London

While a baldly-stated figure like this can be misleading, there are also reasons why this particular statistic is useful, even though Mr Curtis might feel uncomfortable with it

First, it does lend a perspective to the figure of 46 000 who have died in South African gold mines over the same period and which the ANC, the Anti-Apartheid Movement and others use in their propaganda

What the British figure simply conveys, and the point Mr Peter Gush was making, is that the South African gold mining industry is not the only mining industry that has experienced a large number of fatalities

The second reason why the British statistic is useful is that analysis of the British experience, with its dramatic decline in mining fatalities after World War 2, contains an important lesson and conclusion for the South African gold mining industry

This is that the improved performance safety which the South African gold mining industry is aiming at is probably only achievable with a significant increase in mechanisation and consequently — and ironically in a country like ours with its very high unemployment among the black population — fewer people employed underground

Mr Gush referred to the British experience both in his address to the annual meeting of the Association of Mine Managers on March 21 this year, Johannesburg

and again in his Presidential Address to the annual meeting of the Chamber of Mines on June 23, when he said

"In a way, South African gold mines are in a similar position to the British coal mines before they mechanised. Their high fatality rate at that time — which approximates ours now — was significantly reduced when mechanised mining methods were developed. Thus, any technical breakthrough in this area will not only lower the fatality rate but will also reduce the size of the workforce"

In his letter, Mr Curtis also resorts to the strategy of comparing fatalities on South African gold mines with British coal mines, which he must know very well is an apples and pears exercise, as one cannot compare the physical environment in gold mines, which produces probably the most difficult mining conditions in the world, with conditions in coal mines

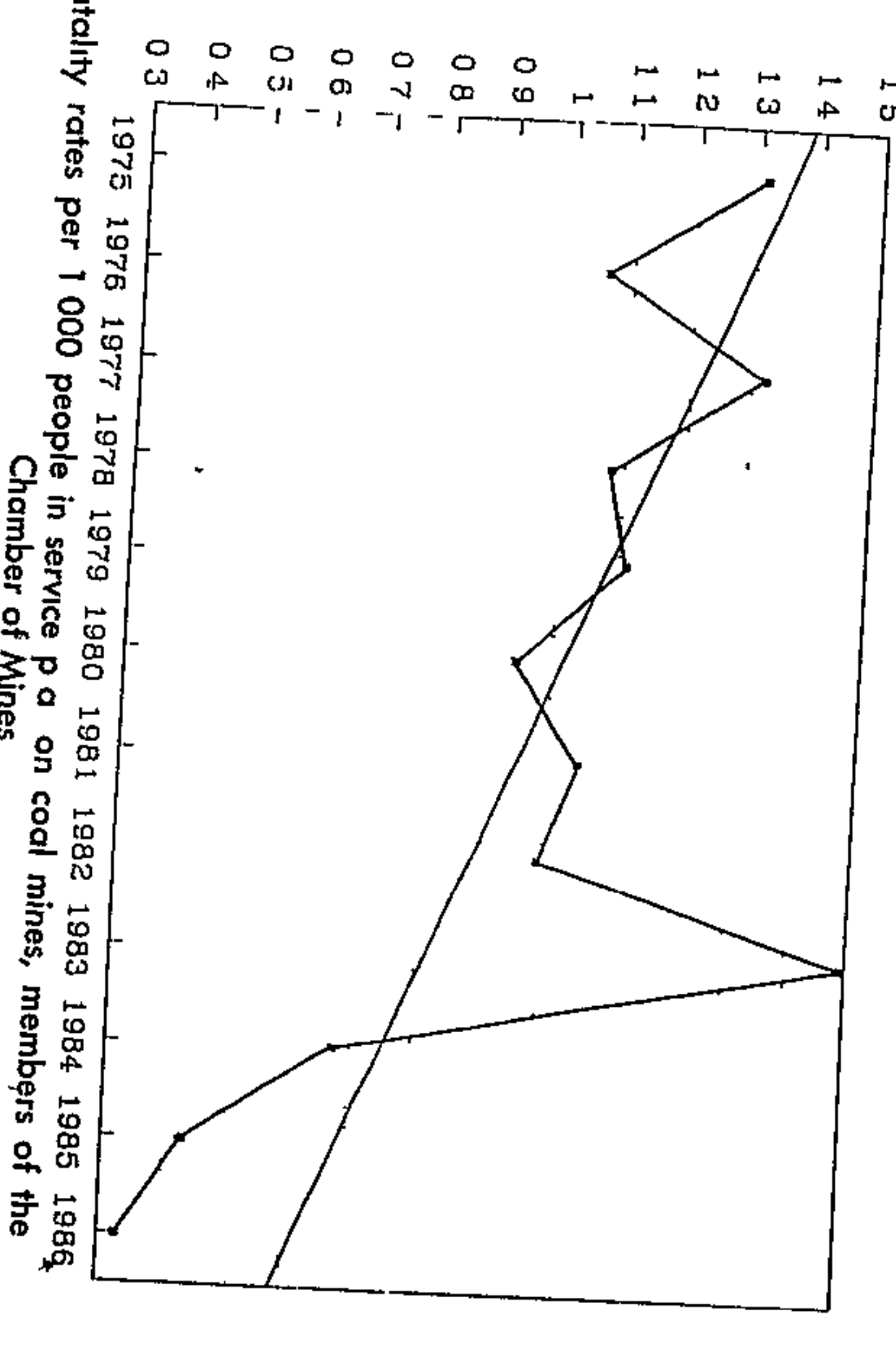
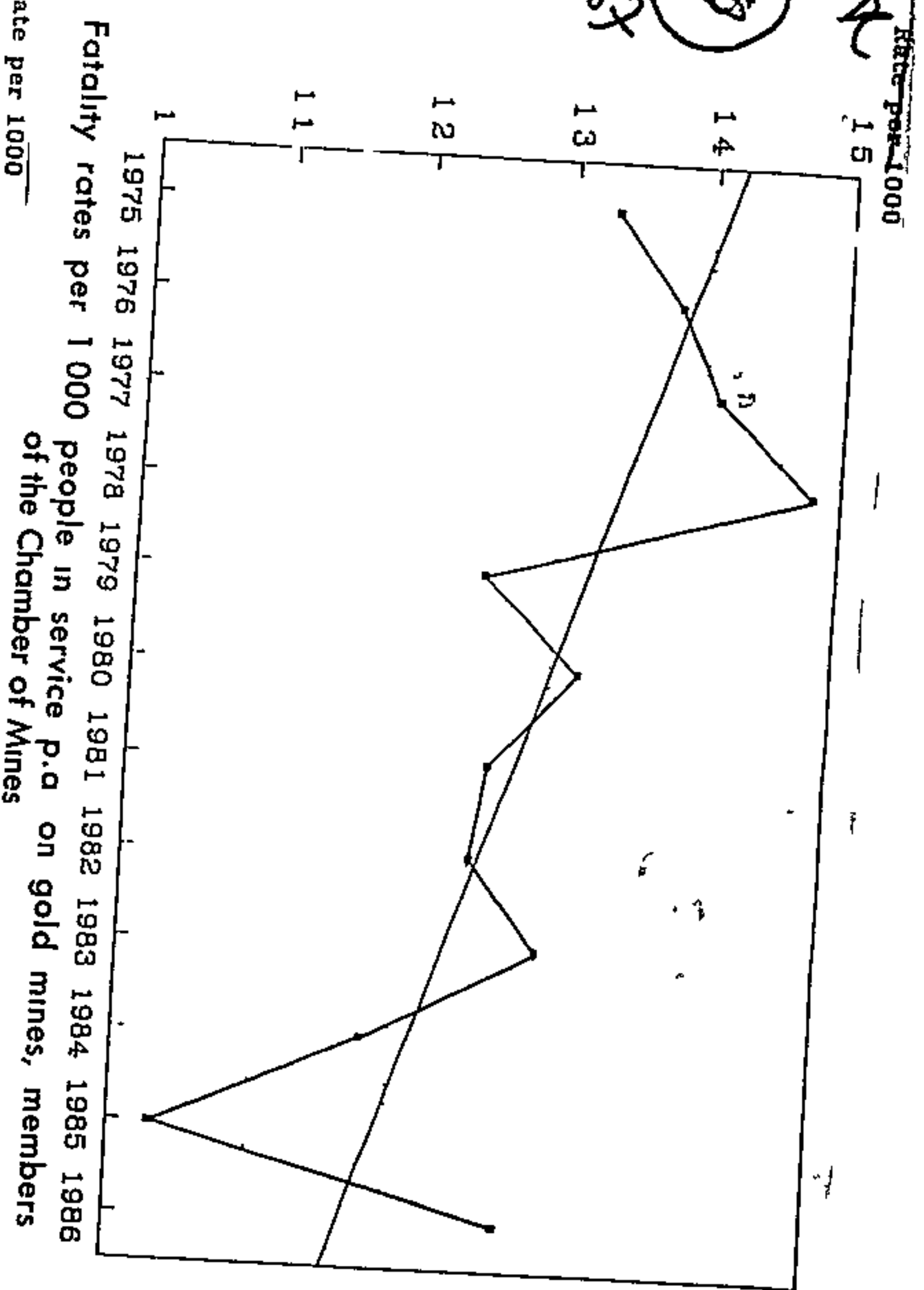
For the record, in spite of some recent major accidents, the trendline in fatalities and injuries on both gold and coal mines is down (see accompanying graphs)

Furthermore, comparing apples with apples, the fatality rate on South African coal mines last year was 0,33 fatalities per 1 000 people in service as against 0,48 for United States coal mines, 0,24 for German coal mines, and 0,18 for British coal mines

There remains only one thing to add, which is that it is the very worst kind of disinformation for Mr Curtis to suggest that the reduction in British fatality rates was due to nationalisation of the coal mines

John Inmie
Public Affairs Adviser
Chamber of Mines of South Africa
Johannesburg

23
9/9/87



Smoke, and lives in jeopardy

If I were a crew member on a South African Airways flight I would refuse to fly without the certainty that mindless egocentrics could not smoke in aircraft toilets

S N P Klugman

213 SML 3/9/87

We 'retreated' with discipline, unity — NUM

By Zenaide Vendeiro

368 / C

The disciplined and united way in which members of the National Union of Mineworkers (NUM) "retreated" from their three-week wage strike was a great achievement and allowed the union to move ahead with its campaign for a living wage, NUM education officer Mr Kgalema Motlanthe said yesterday.

Addressing a meeting at the University of the Witwatersrand, he said the retreat was "ample proof of the sense of purpose that prevails in the union and an expression of faith in its ultimate victory"

The word "retreat" was used because the union considered its return to work a "a retreat, not defeat"

The NUM official said the Chamber of Mines — working with the State — had been intent on destroying the union and was prepared to incur immense losses to achieve this "It was prepared to dismiss every worker on strike

"The union was faced with very narrow options — either order a retreat or continue on strike for a further two or three weeks and risk the dismissal of the entire membership"

Members had been in favour of continuing with the strike, but it was felt this was not in the union's best interests, he said

Once the decision was taken to retreat, the union was faced with the new challenge of organising it in "a disciplined fashion and as a single entity"

This it managed to do, which was in itself a great achievement, he said

Mr Motlanthe said that, despite agreement having been reached, the Chamber was "bent on destroying the union" and was still dismissing NUM members

By re-employing strikers on a selective basis, the Chamber was getting rid of "ringleaders" identified during the strike

He said "mine security are no different from the SADF They are combat units armed to the teeth."

Mine compounds were "like concentration camps"; built with only one entrance During the strike, these entrances had been closed off with barbed wire, trapping workers inside the compounds while mine security fired teargas canisters at them

Mr Motlanthe said scab labour used to weaken the strike had come from mines where the union was not well-organised The union planned to rectify this weakness before the "next round" of wage talks

NHS services

1981-82
Alternative II

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AT PRESENT

2/3

1/9/87 R/Day

Counting mine strike costs

PETER STACEY/Mining Editor

WHILE the second major mine strike in SA's history is over, a clearer picture of the effects on production and profits will emerge with the mines' September quarterly results.

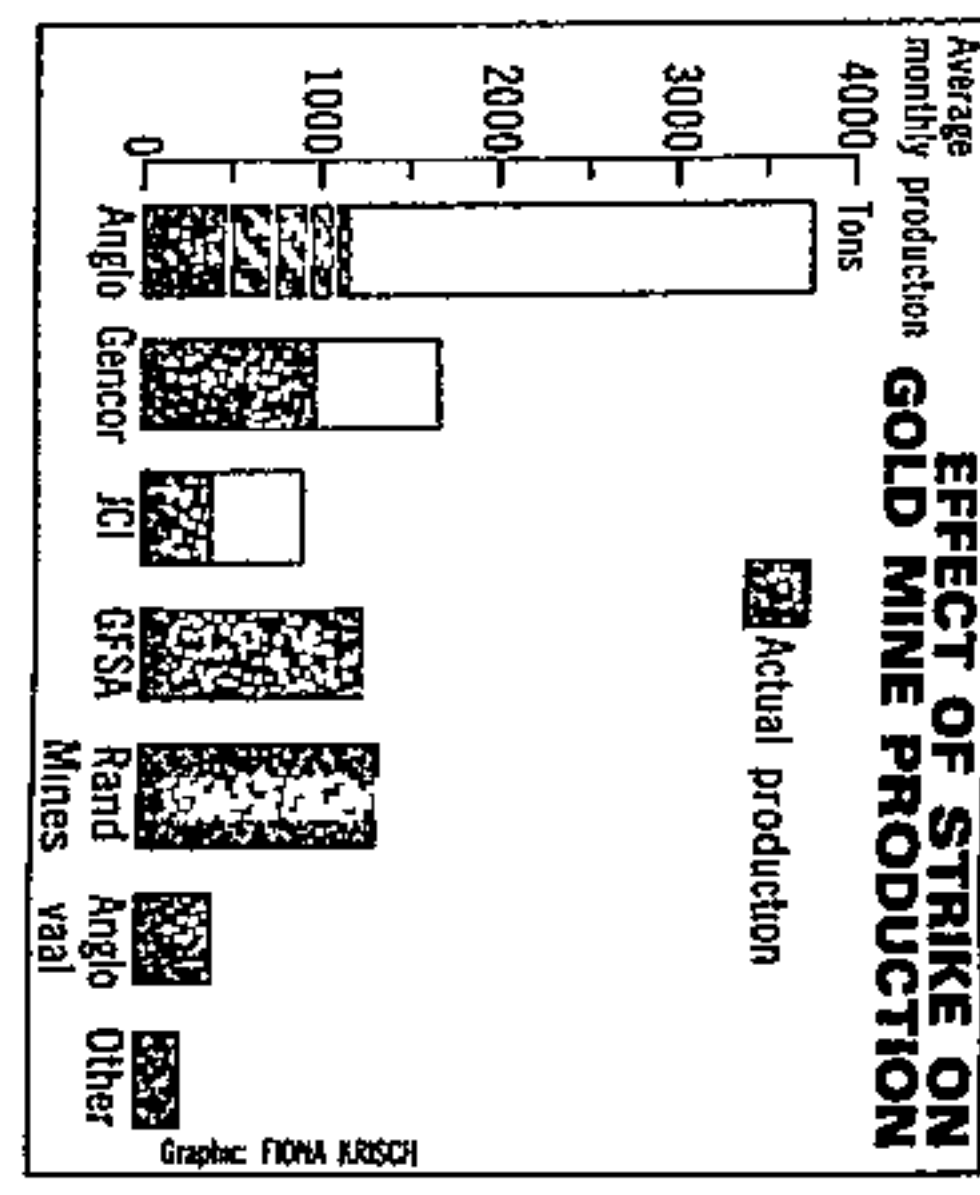
And while the main parties to the dispute, NUM and the Chamber of Mines, take stock after the fray, the real losers in this no-win affair — the individual mines and their workers — will also have to count the costs.

Although this is not certain, a number of marginal shafts shut down in the past weeks may be closed permanently, with a resultant permanent loss of jobs and productive capacity.

Disruption

To the direct price of lost production, add the disruption costs, including transport and re-employment of workers, additional training costs and lower start-up efficiencies, particularly if workers are new or unfamiliar with the workplace.

The strikers lose their wages for the period and in many cases permanently — a cost not only to them but to the economy as a whole. And while the mines bear the cost of idle installed capacity, variable costs, such



as consumables, are cut, which rebounds on suppliers — another direct impact on the economy at large.

A feature of the strike was that three of the six major mining groups — Anglo, Gencor and JCI — were the most seriously affected. Of the others, gold producers of the Rand Mines and Gold Fields groups were unaffected. Two shafts at Anglovaal's Lorraine Gold Mine (where NUM is not recognised) suffered brief stoppages.

Collieries, many not members of the Chamber, appear to have suffered somewhat less disruption, with Anglo

(Amco) and Gencor (Trans Natal) again worst hit. The only Rand Mines colliery significantly affected was Douglas, where underground workers (opencast operations continued) stayed away for the full three weeks. Chamber of Mines president Naas Steenkamp put the cost to the industry in excess of R120m, but monetary costs are not be the only issue.

Watershed

There are divergent views on the long-term impacts of what could be a watershed, both in terms of industrial relations and of structure of the industry.

One possible effect is to raise the risk profile of future mining investment. Mining, particularly gold mining, has always been a high risk venture, but fortunately for the South African economy, entrepreneurs in the field are notoriously optimistic.

With the challenges already facing the industry of an increasingly hostile underground environment at yet

greater depths and temperatures, the threat of on-going labour disruptions, lower efficiencies and spiralling costs could be enough to give all but the most sanguine investors cold feet. Murmurs from the Margo Commission about possibly making the industry's goalposts more portable by scrapping the tried and trusted tax formula system have also occasioned some disquiet.

Other proposals affecting mining profitability, such as the removal of immediate write-off of mining capital expenditure, drew sharp criticism from Steenkamp and senior men in the industry. Add a strident union to this and the scenario for future investment becomes even less appealing.

The union's wage demands over the past few years have become less and less moderate. Whether this is merely a bargaining stance or not is open to question. But if wages continue to escalate at a faster rate than inflation, the implication for the marginal mines is that, with costs driven above revenue, they will be forced to close.

For coal mining, the recent rapid escalation of labour costs, coupled with a depressed market and high rail tariffs, could already have spelt the end for a number of collieries.

213 *Sometun* 1/9/87

THE Chamber of Mines emerged from the longest strike in mining history with a lesson this week: that although the National Union of Mineworkers ended its wage action without its demands being fully met, the workers' muscle was a force to reckon with.

For the 360 000-member NUM, the lesson in the words of general secretary Mr Cyril Ramaphosa, should be measured in terms of the experience both the union's hierarchy and rank-and-file gained in the past 20 days.

The strike involving about 340 000 workers at gold and coal mines in South Africa, should not have occurred.

This is the message from both parties in words uttered at its end on Sunday night.

NUM is a young trade union — formed only four years ago — but has emerged as the most powerful in the industry.

The Chamber of Mines, a conglomeration of mining houses, is equally powerful because it controls the bigger portion of the country's economy.

What went wrong?

On June 30 the Chamber refused to accede to a 30 percent wage demand by NUM, saying its 15-23,4 percent offer was reasonable and that it was final.

NUM said the employers were unreasonable and moved that the matter be referred to mediation or arbitration in terms of the Labour Relations Act.

Killed

The Chamber said no, and the stage was set for a legal strike.

Events which led to the massive action on August 9 showed that the employers in the Chamber of Mines did not expect that more than 200 000 workers would go out on strike. In fact, as one mining executive said, the strike would not "just be on".

On the first day of the strike a miner was killed and the Chamber claimed he died because he refused to take part in the strike.

NUM said it could not verify the allegation because management refused the union and the Press access to the mines.

Journalists do not know what happened, so the story cannot be told.

Longest strike in mining history



NUM'S general secretary, Mr Cyril Ramaphosa . . . looking ahead.



CHAMBER of Mines president Mr Naas Steenkamp . . . union flexing muscle.

More than 400 people were arrested during the three weeks of the strike, about 300 injured and just a day before a settlement was reached two workers were killed at the Kinross gold mine.

Nine workers were dead by Sunday, more than 30 000 dismissed at several Anglo mines, and their future was bleak as negotiations for their reinstatement began yesterday.

Meeting

The president of the Chamber of Mines Mr Naas Steenkamp, told reporters at the end of the five-hour meeting with NUM at 5 Hollard Street, Johannesburg.

"Maybe there is now also greater realism on both sides. The employer has learned that the union has muscle, organisational capacity, determination and skill."

"The union has learned that the employer can

FOCUS

By THEMBA MOLEFE

be flexible but can also set the limits and stick to them.

"I think we now understand one another better and that we can now work together again constructively in our common interest. The ingredients are there."

Inquiry

Mr Steenkamp was a key member of the Wiehahn Commission of Inquiry into South Africa's labour legislations which in 1981 led to the deracialisation of all labour legislation and to the statutory recognition of black trade unions which resulted among other things in the establishment of NUM.

The last discrimina-

tory piece of legislation which the commission recommended should be scrapped — job reservation on the mines — was repealed last month.

Mr Ramaphosa, the founder of NUM and the man who led the union's negotiation team throughout the strike, made this confession while also sounding a warning.

"While the workers did not win all their demands, it was an important organisational victory which laid the ground for winning future struggles."

Struggle

"The employers had been surprised at the size and the length of the strike. No amount of harassment succeeded in breaking it," Mr Ramaphosa said.

NUM had set aside

1988 as a year in which the struggle against the Chamber should be intensified.

Together with the Congress of South African Trade Unions, to which NUM is affiliated, the union says it will strengthen its Living Wage Campaign.

Offer

"There are new thrusts in the field of safety. There are technological developments which could improve productivity and therefore also earnings."

Says Mr Ramaphosa: "The workers have seen the need to move forward to future battles when it became clear management was bent on dismissing all the strikers."

"The NUM already sees 1988 as the year for winning more gains."

Mr Ramaphosa was replying to a question on why NUM accepted the Chamber's offer only a few days after rejecting it.

The strike, apart from claiming lives, cost the mining industry between R190 million and R250 million.

The workers lost about R5,5 million in earnings.

Bobby Godsell keeps his cool over heated words from NUM



FOR ANGLO Bobby Godsell admires his adversary.

Anglo American's Mr Bobby Godsell has been in the frontline of the dispute in the mining industry for the past 12 days, having had to endure accusations of "treachery, ruthlessness and cowardice" from the National Union of Mineworkers (NUM).

The charges are perhaps harder to bear because they were voiced by NUM's general secretary, Mr Cyril Ramaphosa, a man who Mr Godsell has known for a long time.

But Mr Godsell, who is Anglo's industrial relations chief, has tried to keep cool under pressure and to accept that flaring tempers and intertemperate language are integral to the collective bargaining process.

Seated in his office at Anglo's Main Street headquarters, Mr Godsell spoke frankly to The Saturday Star about how he felt after the collapse of talks with NUM on how to contain violence for the

duration of the strike, and the flinging of barbed epithets at Anglo — and, by extension, at him — by Mr Ramaphosa.

"Well, by absolute design, I am not going to react to them at all," he said of Mr Ramaphosa's remarks.

Having noted that there is a strong "adversarial relationship" in collective bargaining, he said. "I think it is important to see the dispute in the context of a very deep polarisation which exists in attitude and emotion in South Africa."

While feelings generated by the wider South African situation surfaced easily in the heat of the dispute, they were less important than the underlying reality: the mining industry's need for workers who have acquired certain skills and their matching need for employment.

"I think that functional interdependence governs the relation-

ship much more than Mr Ramaphosa's feelings about the integrity or courage of the Anglo American Corporation," he said.

Mr Godsell (34), his shirt sleeves rolled up in an un-Anglo American-style, is coincidentally the same age as Mr Ramaphosa.

Invited to comment on Mr Ramaphosa, he said "Well I've known the guy for quite a long time. I think our relationship now is overwhelming the relationship of the structures in which we find ourselves, which is one of adversaries. But I have real respect for the man's intellect, his energy and his leadership ability."

Anglo American has been most severely affected by the strike — the longest and biggest, and, presumably, the most costly, by black miners in South African labour history — largely because it

agreed to allow NUM officials to recruit members in its hostels.

After 12 days of strife, during which rival mining houses which did not allow NUM access to their hostels have been relatively unimune, has Anglo had second thoughts about the wisdom of its decision?

"No, it has not," Mr Godsell said, noting that 86 percent of NUM'S members worked on Anglo Mines. But he did add a rider.

"People really have to understand what liberal democracy is about. The fact that we support the right of workers to join unions and their right to strike does not mean that we want to avoid strikes at all costs by capitulating to union demands.

Collective bargaining contained a strong adversarial element between capital and labour but, ultimately, it was concerned with the constructive use of power, Mr

Godsell said.

"We want an honourable settlement. We don't want capitulation. We don't want to entrench a pattern of bargaining by blackmail, where we can only reach agreement after we have had a long, hard and sometimes bloody strike."

He makes the point that societies, such as Britain, whose industrial relations had fallen into that pattern had paid a terrible price. British factory employees, for example, were now paid about half of their counterparts in Japan and Germany, he said.

Noting that South Africa's gold mining industry was an ageing industry — "the last significant discovery of gold in the 1940s was exploited in the 1950s" — he concluded sombrely about the present strike: "So it is as much about the pattern of future bargaining as it is about the immediate issues in conflict."



FOR NUM Cyril Ramaphosa knows Bobby well

Were 3 000 workers really forced down the shaft?

DID mine security staff force strikers down a Western Deep Levels shaft at gunpoint last Wednesday?

If not, why did the workers choose to stage a sit-in underground?

Anglo American officials have dismissed union claims of coercion as fabrications and say the miners went down voluntarily.

The management argument is that it is physically impossible to force 3 000 workers to go to work at gunpoint, for it would have meant a gun behind every worker's back — "and that would have meant 3 000 guns", says Anglo's John Kingsley Jones.

The strikers themselves tell a different story.

According to Zebulon Lentia, construction team leader and shaft committee member of the National Union of Mineworkers, when security armoured vehicles started assembling at the No 3 shaft compound he became worried.

He was concerned because although there had been a heavy mine security presence on the mine since the strike began three weeks ago, the vehicles had never before entered the compound where the workers were housed.

He feared for the safety of the chanting mineworkers who were assembled on the soccer field.

It was this concern that made him

How did 3 000 workers end up staging a sit-in at the bottom of a mine-shaft? By SEFAKO NYAKA

approach the chief hostel manager, a Mr Claude.

"Claude told me that the hippos (armoured vehicles) were there to protect the kitchen and change rooms," Lentia said.

But when he heard an announcement being made over the loudspeaker that mine security personnel was there to take control of the hostels, he sensed trouble.

At about 6pm he saw a group of

workers walking from the direction of the union offices towards the compound, carrying a union flag and singing freedom songs.

He said when he saw one of the vehicles move towards the workers he dashed past the vehicles and tried to stop the singing. The workers turned back but found their path blocked by more vehicles that had been approaching from the back.

The men on the vehicle I had just passed opened fire and I saw one of the workers fall down after being hit in the face by a rubber bullet," he said.

Teargas and further shots were fired, he said, as workers fled to-

wards the rooms.

He dragged the injured worker into Room 14 and waited until the shooting had died down.

When he tried to leave the room, he said, he was met by gun-wielding security personnel who took the injured worker away.

Soon thereafter, he saw mine security officers moving into the rooms, instructing workers to go to work or stand aside.

"We didn't know what would happen to us if we indicated that we were unwilling to go to work, because the atmosphere was charged and we were being prodded with gun butts all the time," Lentia said.

At about 9pm thousands of workers had assembled in front of the clocking office, he said, guarded by the armed men.

They commanded all of us to go to work regardless of whether we were day or afternoon shift workers or whether we were surface workers," he said.

As he tried to board the cage taking the workers down the shaft, he said, he was stopped by a Mr Meyer who instructed him to go to the time office, where he met Ben Felantoni, a single drum winch driver and vice shaft committee chairman.

They were kept at the time office until 7am on Thursday before being taken to the local police station.

On Saturday, he said, the two were taken to the compound to collect their clothes and pay, but found the pay office closed and their clothes missing, so they were returned to the police station and held until Tuesday morning this week.

According to Felantoni he too was herded at gunpoint to the shaft but when he arrived at the shaft entrance he told security personnel he had forgotten his clocking badge. He was escorted to fetch it at the No 5 changeroom.

When he came back, he said, he was stopped from boarding the cage by the shift boss who told him to go to the office, where he was met by Lentia.

On his way to the office he met a man called "Discharge" who had sjambok wounds and bruises on his back. He said he did not know what happened to the man.

A senior personnel assistant at the mine said that at any given time not more than 1 500 workers go down the mine on a single shift.

That there were 3 000 workers underground is most irregular, he said.

Anglo's Kingsley-Jones said that it is likely that the numbers were swelled by workers from the morning or afternoon shift who refused to come to the surface.

The thin line that separates 'illegal' and 'legal' strikes

By DUNCAN INNES

THE ending of the mine workers' strike has been hailed as a victory for South Africa's industrial relations system.

Manpower Minister Pietie du Plessis argued that the labour legislation had proved its worth so that "economic forces brought the conclusion of the strike."

Peter Gastrow, the Progressive Federal Party spokesman on manpower, said that despite high costs, the strike showed South Africa's labour relations had reached new levels of sophistication.

Even Anglo American Chairman Gavin Relly felt that the strike was "an indication of progress by South African society towards normalisation."

Clearly, legal recognition of trade union rights for black workers, as well as recognition of the right to strike, is a vast improvement over the previous situation, in which black workers were simply expected to do as they were told. But how "normal" and "sophisticated" is South Africa's industrial relations system, especially when compared with those of other Western countries?

A key issue here relates to management's right to dismiss workers engaged in a legal strike.

According to NUM General Secretary Cyril Ramaphosa, management's dismissal of 36 000 strikers and the threat of further mass dismissals was a major factor in the union's decision to end the strike. And now, with Anglo American laying down conditions for the re-employment of dismissed workers, the dismissal issue seems set to bedevil relations further between management and the union.

Although Western countries differ in their legal responses to this issue, in general workers engaged in a legal strike have a protected status which far surpasses that which applies to South African workers.

In Britain, for example, workers engaged in a legal strike may not be permanently dismissed, though they can be temporarily replaced. After the strike is over, however, they return to their jobs.

The issue of temporary replacement does raise the controversial issue of picketing, since striking workers have the legal right to picket their work place in order to try and convince others not to replace them. This situation has often led to outbreaks of violence outside the work place.

West German legislation gets around this problem by preventing management from employing even temporary labour for the duration of the strike. Thus not only are West German workers protected against permanent dismissal, they are also protected against temporary replacement and, hence, have no need to picket the work place.

The United States offers American workers less legal protection than their European counterparts. In the USA, striking workers can be permanently replaced, but after the strike is over and when vacancies occur,



Striking gold miners start their long journey home to Lesotho after being fired

Picture WENDY SCHWEGMANN, Reuters

those workers who lost their jobs during the strike have preferential rights to reinstatement.

By comparison with these examples striking workers in South Africa receive a very limited degree of protection. According to a local labour lawyer, who cannot be named for professional reasons, South African workers who embark upon a legal strike are only "slightly better protected" than workers who embark upon an illegal strike.

South African workers engaged in a legal strike can be permanently dismissed by management in the same way as those involved in an illegal strike. The only difference is that it is easier for workers dismissed during a legal strike to apply for reinstatement to the Industrial Court on the grounds that the dismissals were unfair.

However, there is no guarantee that they would get their jobs back. They would have to prove they had bargained in good faith and that management had acted unfairly in dismissing them. The most successful union ap-

plication in this regard was the application brought by NUM for the reinstatement of workers dismissed at the Manevale Mine during 1985.

According to the labour lawyer "Dismissal is a drastic measure and all other alternatives should be fully explored before dismissals occur." He argues that South Africa's industrial relations legislation should be reformed so that if permanent dismissals do take place the onus is on the company to show it had no alternative.

And even then, he argues, as a basic minimum strikers should be given the legal right of preferential re-employment when vacancies occur.

Certainly, South African legislation on dismissals is out of line with Western legislation, since it offers striking workers no real job protection. Unless the legislation is reformed, workers can hardly be

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BETHOVEN
Conductor: David Taylor
Soloists: Mimi Coetzee, Cornelia Kalkbrenner, Rovel Dewkes
Tue 8 Sept - 20h00 City Hall Jhb

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WAS THE STRIKE A VICTORY... OR A MISCALCULATION? A CHAMBER VIEW OF THE BITTER CONFLICT

At the 11th hour, we did not blink



The strike is over. The post-mortems have only begun. Can either side claim victory? Did the Chamber underestimate the union's clout?

By JOHANN LIEBENBERG

Industrial relations advisor to the Chamber

THIS article is being written a mere 48 hours after Cyril Ramaphosa reluctantly advised the chamber negotiating team that his union accepted the chamber's proposals to end the dispute and the strike.

Clearly it is too soon for somebody who was so deeply and personally involved in the drama of the past three weeks to give an objective assessment of the strike and its implications.

At this early stage, however, two main streams of thought constantly rush through my mind. The first is that this was a straightforward industrial dispute on classic economic lines that was eventually settled on economic considerations.

The second, which appears to be a fairly wide perception among outsiders, is that there was a deeper political significance that had weaved its way into the dispute and the resulting strike from the beginning — and if not from the beginning, that as the strike progressed into its second week and then eventually, contrary to expectations, into the third week, political considerations featured more prominently.



Striking Ergo workers meet in a church in KwaThema to decide how to respond to a management threat to fire them unless they return to work. They decided to return.

Only in the fullness of time will we perhaps know what the true forces were that came into play within the National Union of Mineworkers in this strike and what its real implications were.

Throughout the strike the employers, for their part, had nothing remotely resembling a political agenda and considered the strike on an economic level alone. As far as they were concerned, the reason for the

strike was the inability of the parties to reach agreement on one main issue — the level of wage increases to be granted. The other union demands which had not been met were not unimportant, but they were not the central issue.

The NUM had demanded an increase of 30 percent across the board and the employers were convinced that increases ranging from 23 percent for employees in job category 1

to 17 percent for employees in job category 8 were more than reasonable, bearing in mind an inflation rate of 17 percent and average increases in South Africa of 12 percent during the past year.

In contrast to a past trend of sometimes making a final concession at the eleventh hour, the employers on this occasion did not blink and accepted the strike stoically.

Were there miscalculations on this occasion? Was this strike the result of brinkmanship that went wrong?

Only the executive committee of the NUM can answer whether they expected an eleven-hour concession and found it too late to turn back when the concession did not materialise.

Certainly the employers were prepared for a lengthy strike but they did not expect it to last as long as it did. Most probably the NUM also did not expect that the employers would remain silent for as long as they did. It would also serve no purpose to speculate now on how long the strike would have lasted had the NUM not

made the initial overtures to end it on the fifteenth day of the strike.

The story may never be told why the compromise offers made by the chamber on the sixteenth day of the strike were rejected and were then accepted in a slightly modified form five days later. There were many rumours at the time about a split in the union executive committee between those who had by then already reached the firm conclusion that the strike was dividing the union and threatening to destroy it from within, and those who wanted to continue the strike for reasons not confined to improvements in the conditions of employment of mineworkers.

Whether or not there was a strong divergence of opinion when the chamber's compromise offers were rejected, realism appears to have triumphed only two days later and negotiations with Anglo American Corporation, discussions with Gencor and finally, negotiations with the chamber on the twenty-first day of the strike brought it to an end.

The cost of the strike was high. Tragically human lives were lost and many employees injured in clashes between strikers and non-strikers and in clashes between mine security personnel who were attempting to protect employees against injuring one another.

Employees lost over R115-million in wages alone and mine management reserves built up at great cost dented.

But the cost was also high in the damage done to a carefully nurtured relationship between the employers and the National Union of Mineworkers.

Naas Steenkamp, president of the chamber, said immediately after the strike ended: "I think we understand each other better now." Certainly the employers' surmise that the NUM has the organisational ability, skill and determination to call and sustain a lengthy strike has been confirmed.

The union, on the other hand, has also hopefully learned the value of negotiating in good faith throughout the collective bargaining process and not relying on the employer to make significant concessions only after a strike ballot has been taken and the threat of a strike is looming or once a strike has commenced.

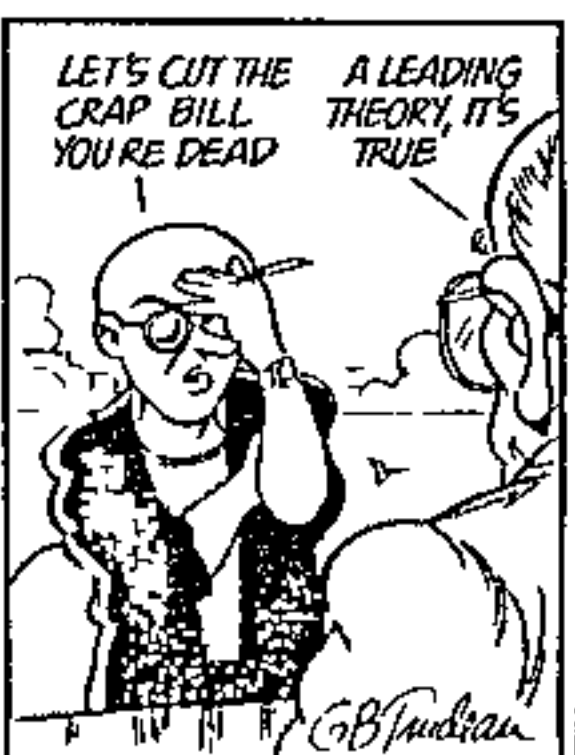
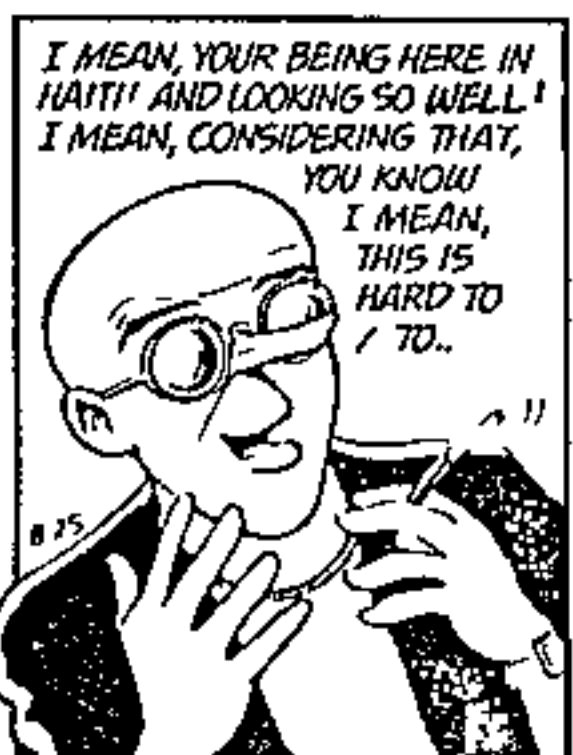
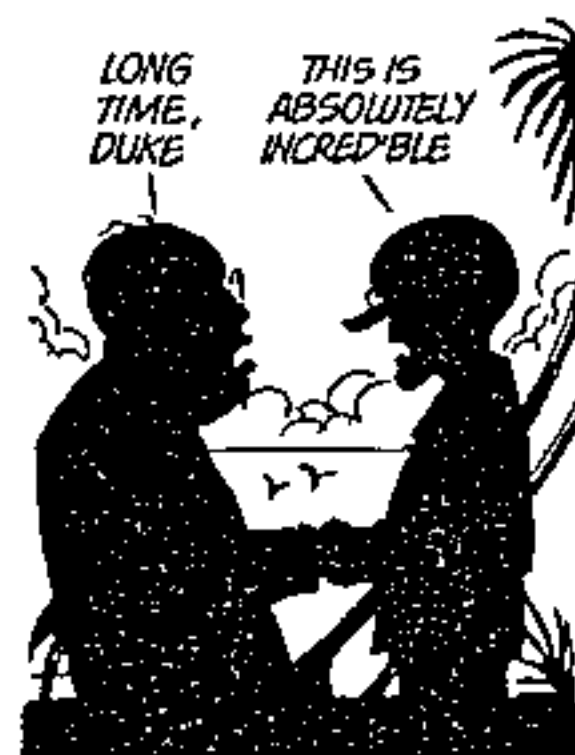
A major relationship reconstruction effort now awaits both parties. They need each other. Capital, labour, natural resources and entrepreneurship interacting in harmony yield the highest returns for all the participants.

This time there were no real winners and the collective bargaining process emerged as the outright loser. Possibly the lessons learned by both parties this year will restore good faith bargaining to its rightful place as the process that achieves the best results.

• The NUM had agreed to write an assessment of the strike for the *Weekly Mail*. Unfortunately this had not been received by the time of going to press.

Doonesbury

BY GARRY TRUDEAU



© 1987 Garry Trudeau

MINING - STRIKES

1987

JANUARY - ^{July.} ~~AUGUST~~ -

THE Anglo American Corporation (AAC) has announced that an independent inquiry into mine violence which claimed 62 lives on two of its mines in the past nine weeks, will begin this month.

In an advertisement in today's *Business Day*, AAC's Gold and Uranium Division extends condolences to the families of the 62 workers. It says causes of and factors sparking off the incidents are being fully investigated.

At Vaal Reers mine near Klerksdorp, 33 workers have died in a series of worker clashes since October 24, and in similar clashes at President Steyn mine, Welkom, another 29 workers died during the last three weeks.

The advertisement says tension on the mines has been heightened in recent months by the state of emergency, general unrest, frustration from blocked career advancement of better-educated

Anglo to probe mine violence

5/1/87
BUS DAY
213

DIANNA GAMES

workers, and concern over reports of repatriation of foreign workers.

Illegal work stoppages and the ignoring of established procedures for conflict resolution by union elements at local branch level in many instances had also resulted in violence, it says.

It also says AAC has been involved with the National Union of Mineworkers in discussions on mine violence and causes of conflict, but that recent "disturbing behavioural trends" on NUM's part gave cause for concern, and needed to be addressed by management and NUM if sound industrial relations were to continue.

CAF Times 20/5/77 (213)

Calm as 4 200 miners strike

JOHANNESBURG — About 4 200 employees at the West Rand Consolidated gold mine at Krugersdorp failed to report for duty when the day shift began early yesterday morning, a spokesman for Gencor said last night

“Management will continue to communicate with the employees and their representatives in an effort to resolve the matter and to persuade them to return to work.”

The night shift proceeded to work normally to night and the situation at the mine is calm — Sapa

Miners threaten to strike

JOHANNESBURG
Members of the white
Council of Mining
Unions (CMU) are
threatening to go on
strike on Monday, June
8, if wage talks involving
the Chamber of Mines
fail.

The CMU's secretary,
Mr. Tom Neethling, has
confirmed in an inter-
view that the CMU and
the chamber held talks
here this week.

The two sides agreed
to postpone further dis-
cussions to Wednesday,
June 3.

Mr. Neethling said that
CMU workers would
take industrial action on
Monday, June 8, if next
Wednesday's talks did
not produce results. —
Sapa

(213) 21/1/87 B Day (152)

1 500 strikers return to work

ANGLO AMERICAN expects 1 500 striking miners at its Bank Colliery near Witbank to return to work today after a miner was killed in a blasting accident last Friday.

NUM spokesman Marcel Golding said 1 500 miners refused to return to the blasting area because management was unable to give assurances it was safe.

An Anglo spokesman said the Inspector of Mines would hold an inquiry on Wednesday but did not disclose how the accident occurred.

 HAMISH McINDOE

He said: "It is anticipated there will be a full return to work today after Monday's public holiday."

News of the mine accident was disclosed by the NUM yesterday.

The Anglo spokesman said his company did not release statements on mine accidents unless more than one worker was killed in line with an agreement between the Chamber of Mines and the media.

... WITH ROOT IN CASH. — East Hand Bureau.

... they lied

Witbank coal miners end stoppage

213 (4/16/87) 4/16/87
About 1 500 National Union of Mineworkers members at Amcoal's Bank colliery near Witbank ended a five-day stoppage yesterday which started after the death of a worker in a blasting accident on Friday, a mine spokesman said.

Workers demanded assurances that the mine was safe.

The stoppage ended after talks between management and workers' representatives.

On 7/15 6/6/87

6 miners, 2 security men die in clash

JOHANNESBURG. — Six miners and two security officials were killed in a clash between workers and mine security on Anglo American's Western Holdings' gold mine near Welkom yesterday.

An Anglo spokesman said the fight occurred about 4pm, after mine security was called to disperse a crowd of workers who had gathered at one of the mine's shafts.

A clash occurred and two members of the security force were killed. Police were then called in to restore order.

It is not yet clear if the six miners were killed during the clash with mine security or after police arrived.

An unknown number of workers were hurt. No reports of injuries among mine security or the police have been received.

The spokesman said order appeared to have been restored to the mine by late last night.

He said Anglo would not release the names of the dead till their next of kin had been informed.

Asked why workers had gathered at the mineshaft and why security was called in, the spokesman said an inquiry into the clashes was being conducted and further details would be released later.

— Sapa

Seven killed in clash at Anglo mine

W/c ARKUS
6/6/87
213

JOHANNESBURG — At least five miners and two mine security employees have been killed in a clash at Anglo American's Western Holdings gold mine near Welkom.

Police headquarters in Pretoria said two white men were killed after they were attacked by striking miners armed with pangas. "Security staff reacted and five black men were fatally wounded. Forty-five others were injured."

A spokesman identified the dead security men as Mr L J B de Wet, 49, and Mr Kevin van Dyk, both of Welkom. The identity of the dead miners has not been revealed.

An Anglo spokesman said six miners were killed in the clash, which occurred after workers gathered at the mine's No 6 shaft.

He said security was called because the workers were armed. He could not confirm whether a strike was involved.

The official Anglo statement said "At about 1600 a number of No 6 shaft employees gathered at the shaft and mine security were called to the scene."

"Two white employees were attacked and murdered by the employees. Six black employees died in the incident. The SAP were then called in and the situation quietened down."

Police are investigating charges of murder and public violence.

The police spokesman said it had been established that Mr de Wet was a member of mine security but it was unclear at this stage whether Mr van Dyk was a miner or a security official.

BAURMIS

6 miners, 2 security men die in clash

53

SMC
6/6/87



Six black miners and two white security officials were killed in a clash between workers and mine security on Anglo American's Western Holdings Gold Mine near Welkom yesterday afternoon, Anglo said yesterday evening.

An Anglo spokesman said the fight occurred at about 4 pm after mine security personnel were called to disperse a crowd of workers who had gathered at the mine's No 6 Shaft.

A clash occurred and two white members of the security force were killed. Police were then called in to restore order.

It is not yet clear if the six miners were killed during the clash with mine security or with police.

An unknown number of workers were injured in the clashes.

● It was reported yesterday that agreement had been reached between the Chamber of Mines and the Council of Mining Unions on the 1987 review of wages and conditions of employment for the 24 000 members of the eight unions affiliated to the council.

This agreement averted a strike that was to have started on Monday. The agreement provides for a 15 percent pay rise.

Staff Reporter Sapa

(213)
ST 7/6/87

Death mine shaft closed

Sunday Times Reporter

WESTERN Holdings Gold Mine in the Free State closed its Number Six shaft yesterday after two white mine officials and six black miners died in a clash between mineworkers and mine security on Friday.

The dead officials have been identified as Mr L J B de Wet, 49, and Mr Kevin van Dyk, both of Welkom.

The identities of the dead mineworkers will be revealed after their next of kin have been informed, a spokesman for the mine said.

He confirmed that six black miners had died in the clash and another 41 were injured.

A police spokesman said the white officials were attacked after being called to the scene of a strike at the Number Six shaft.

The were attacked by workers wielding pangas.

An Anglo spokesman said "The Number Six shaft is closed and the mine is quiet. "The cause of the violence is being investigated."

8/6/87

Mine shaft still shut after clash

13
DD

JOHANNESBURG — Number Six Shaft at Anglo American's OFS Western Holdings Gold Mine was still closed early this morning after Friday's clashes between black workers and mine security which left eight dead and 41 injured

Describing the mine as quiet but tense at the weekend, an Anglo spokesman, Mr John Jones, said management and unions would meet today to determine the cause and responsibility for the fight

It is understood that two dismissed black miners and three workers who faced dismissal demanded their immediate reinstatement from the Number Six Shaft section manager, Mr David Heugh, shortly before the clash

Mr Jones confirmed this but would not link the incident with the clash

"I understand that Mr Heugh made clear to the five that they couldn't be rehired in five minutes and that there were channels of appeal in such cases," Mr Jones said

Western Holdings near Welkom forms part of Anglo's recently merged Free State mine complex, which employs 100 000 mineworkers.

The dead officials have been identified as Mr L. De Wet, 49, and Mr Kevin Van Dyk both of Welkom

The identities of the dead mineworkers will be revealed after their next-of-kin have been informed

An Anglo spokesman confirmed that six black miners had died in the clash and another forty one injured. However police said five black workers had died.

A police spokesman said the white officials were attacked after being called to the scene of a strike at the shaft. They were then attacked by workers wielding pangas

The managing director of Freegold, Mr Lionel Hewitt, has expressed his "deepest sympathy" to the families of the employees who died during the violence

Police are investigating charges of murder and public violence. — Sapa

**Gold mine
clashes
close shaft**

Own Correspondent

JOHANNESBURG —
Number six shaft at
Anglo American's West-
ern Holdings gold mine
was still closed this
morning after Friday's
clashes between black
workers and mine secur-
ity left eight dead and 41
injured.

Describing the mine as
quiet but tense at the
weekend, Anglo spokes-
man Mr John Kingsley
Jones said management
and unions would meet
today to determine the
cause of and responsi-
bility for the fight

"Disciplinary action —
if necessary — will then
be taken," he said

It is understood two
dismissed black miners
and three workers who
faced dismissal demand-
ed their immediate rein-
statement shortly before
the clash

Capt. Times 8/6/87
213

Friday attack was 'pre-planned'

Anglo to rid death mine of 'criminals'

B/Day
7/6/87
(2/3)

ANGLO American says it is to purge the troublesome Number Six shaft at its Western Holdings Gold Mine of "criminal elements" after last Friday's clash between black mineworkers and mine security.

The shaft remained closed yesterday. Anglo estimated 5 000 tons of gold-bearing ore could have been brought to the surface in two lost shifts at the Free State mine.

Anglo revised the death toll to five black mineworkers shot dead by the mine security — not six, as originally thought.

At a Press conference in Johannesburg yesterday, management pledged to "isolate the perpetrators and have them convicted".

The Number Six shaft has been tense since four team leaders were "publicly executed" last July at a mine hostel.

Freegold GM Lionel Hewitt said the killings had "sowed the seeds of destruction and were overthrowing the status quo" on the mine.

Over the last couple of months, how-

HAMISH McINDOE

ever, workers have realised this was a dead-end route and were becoming more law-abiding.

"The criminals were losing their power base and felt they had to re-assert themselves," Hewitt said.

The National Union of Mineworkers could not be reached for comment on Anglo's allegations of radicalism on the mine.

Friday's clash appears to have stemmed from the firing of three black engineers in April and a threat to dismiss two others.

Hewitt said this had been used as a pretext to launch an attack on the section manager's office.

"One person left the group and returned within minutes with a heavily armed group of about 60 people, who immediately attacked the office."

Anglo's preliminary investigations into Friday's fight showed the attack had

● To Page 2

Anglo to rid death mine of criminals

been pre-planned, possibly on the previous day.

Mine security were already on standby when fighting broke out, as they had been forewarned by some workers, Hewitt said.

The mine's security superintendent and section engineer were killed in the fracas.

Management made clear there was no link between union involvement in the

clash and the detention in hospital of an injured shaft steward.

Number Six shaft employs 3 000 black mineworkers and 400 whites.

Western Holdings near Welkom forms part of Anglo's recently merged Free State mine complex, which employs 100 000 mineworkers.

● From Page 1

Attack ²¹³

'planned' ^{9/6/87}

THE clash at Anglo American's Western Holdings gold mine in Orange Free State in which seven employees died was the result of a preplanned attack on mine personnel by criminal elements, management said yesterday.

Mr Lionel Hewitt, general manager of Freegold, told a press conference in Johannesburg that preliminary investigations indicated the attack was planned on the day before the clash

S. Sullivan
213
10/6/83

Shaft open

ANGLO American's Western Holding gold mine reopened its number six shaft as the climate on the mine returned to normal after the violence that claimed the lives of seven employees last week.

An Anglo spokesman said the shaft, which employs about 3 600 work-

ers, was reopened on Monday night. The shaft was closed last Friday after an attack by 60 heavily armed workers left two white mine officials dead. Five mine-workers were killed when mine security responded.

"Absentee levels on the mine are at their usual levels and the shaft seems to be operating normally," the spokesman said.

Investigations into the violence are continuing and the mine has not yet taken disciplinary action against workers believed to be responsible for planning the attack — Sapa

~~213~~
213

Three arrested at Vaal Reefs

CAPE TIMES 11/16/87

PRETORIA. — Police dispersed an “illegal gathering” at Vaal Reefs mine near Orkney and arrested three men, according to the SAP’s daily unrest report for Tuesday.

A man was arrested at New Brighton near Port Elizabeth following the stoning of a municipal vehicle.

Two buses were stoned at Daveyton, near Springs, and another bus at Langverwacht, near Secunda, the report said.

600 strike

~~11/11~~ (213)
19/6/87

ABOUT 600 members of Numsa at Boart Hard Metals in Springs were yesterday engaged in a sit-in strike.

- The vice-chairman of the Transvaal region of the 'Transport and Allied Workers' Union (Tawu), Mr Jack Phahlamohlaka, was last week released after spending one year in detention — under emergency regulations.

Capl Times 23/6/87

Anglo to rehire miners

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JOHANNESBURG. — Anglo American said it will rehire 1500 black miners dismissed from the President Steyn gold mine after "faction fighting" at the mine earlier this year. The company said it agreed with the National Union of Mineworkers to re-engage the fired miners and to pay their normal salaries since the dismissals in early February.

1,500 workers to be rehired

BIDAY

THE NUM and President Steyn mine management have reached agreement on the reinstatement of 1,500 workers dismissed on February 2-3

ALAN FINE

The miners were dismissed for failing to report for work after "several incidents of faction fighting" in which 39 died and 177 were injured during the previous six weeks

A NUM-management statement, issued yesterday, said those who signed on at the Teba office before August 17 would be re-employed at the same rate of pay they earned

before their dismissal. They would be paid an *ex gratia* payment amounting to two months' wages but would forfeit wages, bonuses, leave pay, overtime and any other benefits (excluding pensions) which would usually have accrued to them had they not been dismissed

The statement said the two parties had agreed to co-operate in implementing the settlement "so harmonious working and living conditions can be maintained"

(213) ~~1481~~ ~~789~~

Mining and metal industries facing a strike

The Argus Correspondent
JOHANNESBURG — The mining and metal industries face industrial action by nearly 300 000 workers, following a deadlock in wage negotiations between employers and representative unions

Both the National Union of

Mineworkers (NUM) and the National Union of Metalworkers (Numsa) have announced they will hold strike ballots for members "in the next few days"

The NUM, which announced its decision after its second conciliation board meeting

with the Chamber of Mines had reached deadlock, said it would approach managements for ballot facilities for its 200 000 members affected by the talks

Issues in dispute are The NUM demand for a 30 percent across-the-board increase, as opposed to the chamber's offer

of increases ranging from 16 percent to 23,4 percent, depending on the nature and profitability of mines.

Danger pay, as well as improvements in holiday leave and death benefits and the recognition of June 16 as a paid holiday



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... up excess fuel.

Amcoal strike resolved

CAP Timp's
2/19/87
213
KOP

JOHANNESBURG. — A strike at four Amcoal collieries appeared to have been resolved last night following talks between management and the National Union of Mineworkers (NUM). The strike began at Witbank's New Largo Colliery last Friday when 27 workers, said by an Amcoal spokesman to be responsible for an assault on a senior employee, were dismissed.

Metal, mining industries braced for huge strike ballot

EMPLOYER spokesmen for SA's metal and mining sectors were yesterday tight-lipped about contingency plans to deal with a possible "yes" vote in the strike ballots being conducted in the two industries.

About 80 000 members of the National Union of Metalworkers of SA (Numsa) are casting votes in 500 plants this week over an employer offer of increases ranging from 39c to 72c an hour.

Union sources believe that, in the event of a positive vote, the industry could be hit by industrial action early next week.

Balloting is expected to be completed today and results known by Friday. Numsa leaders will meet at the weekend to consider them.

Steel and Engineering Industries Federation of SA (Seifsa) director Sam van Coller said "We will await the outcome of the ballot and the union's deliberations." He said there would be employer meetings this week.

An additional complication in this dispute is that Seifsa has reached agreement with the other 14 unions in the industry, and the agreement has already been submitted to the Manpower Department for gazetting.

Manpower Director-General Piet van der Merwe said the agreement was still being translated, and would not be published this week. Gazetting would affect the legality of a strike.

Seifsa has made no indication that it plans to reopen talks with Numsa, the largest metal union, to reach a separate accord. A drawn-out test of strength could be in the offing.

The union says thousands of non-Numsa members have asked to participate in the ballot. The outcome of any strike could be crucial in determining whether Numsa increases its relative strength in the industry.

Up to 200 000 miners at 25 gold mines and 19 collieries are also being balloted this week by the National Union of Mineworkers (NUM) on whether to strike over offers by the Chamber of Mines for wage increases ranging from 15% to 23.4%. Other aspects of conditions of employment are also in dispute.

NUM assistant general secretary Marcel Golding said the votes would be counted at the weekend, after which the union's executive would meet to consider the result and decide on further steps and their timing, if any.

Chamber of Mines industrial relations advisor Johann Liebenberg would not say whether the chamber planned to initiate another round of negotiations.

Spokesmen for the five mining groups involved said balloting had proceeded uneventfully.

ALAN FINE

Friday 8/9/87

Miners burn man to death

213
DD
24.7.87

JOHANNESBURG —
About 500 Vaal Reefs mineworkers stoned an unidentified man on Friday night before throwing his body on to a burning car outside a mine hostel, police reported.

Police are investigating the possibility the man may have still been alive when he was thrown on to the burning vehicle.

The motive for the killing had not yet been established, but initial investigations indicated it was not unrest-related, a police spokesman said.

The owner of the car, Mr Zama Mphangani, 28, told police he had stopped to help a stranded motorist at the entrance to the Number 3 hostel at the Orkney mine at 11 pm on Friday.

While he was working on the man's car, a group of about 500 miners approached, chasing and stoning a fleeing man.

The two motorists fled.

Mr Mphangani said he returned to find the group had overpowered the man. His car was set alight and the man's body hurled on to it.

A man was also burnt to death in Langa, Uitenhage, on Saturday after being attacked by a gang, police reported.

The Diepkloof Post Office in Soweto was set alight.

At Veeplaas, Port Elizabeth, a motorist escaped unhurt when a group stoned his car — Sapa

(about R4 000).

CAP 6 Trip 22/7/87
20 23 1400

Miners may strike

JOHANNESBURG. — A legal strike of more than 7 000 workers is looming in the diamond-mining industry after the National Union of Mineworkers yesterday declared a dispute over the annual wage negotiations.

Reports by Own Correspondents, Sapa-Reuter-AP and UPI

28/7/87

ONE TIME

★ Cape Times, Tuesday, July 28, 1987 3

Nel sets the Info record straight

Own Correspondent

JOHANNESBURG — Former Deputy Minister of Information, Mr Louis Nel, yesterday disclosed that the cabinet had unanimously agreed on the controversial R4,3m Info pop song "Together we'll build a brighter future"

Breaking his silence on the song, Mr Nel said in a letter that the State President, Mr P W Botha, had given him "all the support a minister can expect from his leader"

When it became clear that production costs of the song would amount to R1,9m, Mr Nel said he decided not to go ahead with the advertising programme without a specific cabinet decision to do so

Cabinet unanimously approved an advertising programme of R2,4m which brought the song's total cost to R4,3m, Mr Nel said

With the exception of the late Mr John Wiley, no member of the cabinet ever voiced any criticism of the song to him personally

"The song was neither my nor the bureau's brain-child. It was our adopted child. And as happens so often, one gets to love your adopted child as much as your own," Mr Nel wrote

Setting the record straight on the song, Mr Nel, who now practices as an attorney in Pretoria, said, "Neither the bureau nor I thought out or approved the communication programme which included the song. The song was submitted by a public relations firm called 'The Agency' to a committee of which the Bureau for Information was not a member, and was thereafter approved by a cabinet committee of which I was not a member"

"The song project was controversial only until it was screened on TV. Thereafter the criticism disappeared into thin air. The project was without doubt professionally implemented. There was no 'fiasco' "

Five die in fighting at mine

JOHANNESBURG — Five miners were killed and twelve others injured, two seriously, in five hours of fighting on Sunday and last night at the Leslie Gold Mine in the Eastern Transvaal

A spokesman for the mine said the casualties followed battles involving about 500 mineworkers

The cause of the clashes had not yet been established

The spokesman said mine management had been engaged in talks since Sunday with employees and employee-representatives, including the Chamber of Mines and the National Union of Mineworkers, in a bid to establish the cause of the flare-up

He said the mine was trying to provide the injured with "the best possible medical service"

The names of the deceased will be released after the next of kin had been informed, he said.

— Sapa

5 killed as mineworkers battle

JOHANNESBURG — Five miners were killed and twelve others were injured during two hours of fighting at the Leslie Gold Mine in the Eastern Transvaal yesterday

A spokesman for the mine said last night the

casualties followed battles involving about 500 mineworkers.

He said mine management has since been engaged in talks with employees and employee representatives — including the Chamber of Mines and the National

Union of Mineworkers — in a bid to establish the cause of the flare-up

The names of the deceased were not released as their relatives had not yet been informed, the spokesman said — Sapa

(23) DD 28/7/87

NUM spells
out action

The National Union of Mineworkers (NUM), whose 200 000 members have already voted for a wage strike, will today give details of its impending industrial action at a Press conference.

The conference comes after a weekend statement by Anglo American's gold and uranium chairman, Mr Peter Gush, that workers who joined the strike would, in addition to losing pay for the duration of the strike, have to "pay for food and accommodation while they are on strike"

3/1/78

STRIKE OFF AT IMPALA

2/3

ALAN FINE

THE strike by 1 300 workers at Impala Platinum Refineries at Springs ended early yesterday after negotiations between management and the National Union of Mineworkers (NUM).

According to the company, production was not affected during the strike, which began at the beginning of the week and ended when night-shift employees returned to work at 1am.

Impala said the NUM "accepted that the employee who had been the cause of the stoppage would remain at work". The strike began when the employee returned to work after having been suspended for a month, allegedly for assault.

The NUM has said the dispute was part of the ongoing conflict between Cosatu affiliates and the Inkatha-backed United Workers Union of SA in the region.

A union spokesman confirmed the settlement. The union planned to discuss disciplinary procedures with management.

Argus 20/3/87

Deaths at mine: inquest postponed

213

The Argus Correspondent

JOHANNESBURG. — The inquest into the deaths of two policemen and eight others during a clash at a Westonaria gold mine last year has been postponed to April 30 for the magistrate's finding

Inquest magistrate Mr T Steenkamp will then rule whether anyone can be held criminally responsible for the ten deaths

The dead men were Constable Frederick Koeckmoer, Constable Daniel Pretorius, Mr Myundla Melisizwe, Mr Nkosiyethu Soyekwa, Mr Tsokolo Maleke, Mr Ranawe tomose, Mr Ledotsamang Mokhutu, Mr Munyselwa Student, Mr Sponose Funile Gwashu and Mr David Titu

During the inquest hearing, which began last November, the court heard that on January 21 1986 two policemen were sent to the Randfontein Estates Gold Mine near Westonaria to investigate reports of an illegal gathering

When they arrived at the mine gates they found no evidence of a disturbance and left, saying they would return later that day.

That afternoon they returned and found a large group of people gathered on an open stretch of ground between the mine and Bekkersdal township

According to Mr Denis Kuny, SC, counsel for the deceased miners, this gathering of dissatisfied workers was a peaceful one before police arrived on the scene.

"The pangas, sticks and other weapons they were carrying were not intended for attack but to defend themselves. The meeting continued for three hours until the police arrived and was peaceful until then," Mr Kuny said.

He criticised senior police officials for sending two young constables to the scene of an illegal gathering of hundreds of people. He said it was "unwise of those in charge" to try and control what they believed was an illegal gathering with only two men.

The court heard that the two constables ordered the crowd to disperse and when they did not, fired teargas. The angered crowd turned on the police. In the resulting chaos shots were fired and pangas and sticks wielded.

The bodies were found later

...man said
Cape Times 17/3/87 213

Sit-in, stoppage at mines

JOHANNESBURG — Two mines were hit by industrial action yesterday, according to the National Union of Mineworkers (NUM). About 6 000 employees at the Grootvlei goldmine staged a two-hour sit-in after their normal shift and 1 000 miners at Amcoal's New Vaal Colliery will return to work today after a one-day stoppage. Management says the dispute was resolved after discussions. Its cause was not disclosed.

Triple killing on mine: Officials accused

WEEKLY MAIL REPORTER

GOLDFIELDS security officials have been accused of involvement in the murder last week of three National Union of Mineworkers (NUM) members

NUM has instructed its attorneys to investigate claims by workers at a mine processing plant, Zincor, that senior members of the plant's security forces encouraged members of the United Workers' Union (Uwusa) to attack NUM members — then stood by while the workers were stabbed and bludgeoned to death

The union is also demanding an independent inquiry into the deaths, which were reported in the press last week simply as the result of "fighting between workers".

Asked to respond to the allegations, Goldfields spokesman Atne Roets said yesterday. "Zincor is investigating the incident which occurred on the night of March 2. We are determined that all the facts that bear upon the events of that night should be brought to light. However the union has not yet furnished statements or affidavits, despite having been asked to do so."

In response to the allegation that Uwusa men had been hired to break NUM, Roets said Zincor "reiterates its policy of freedom of association and will employ any person when a vacancy exists, irrespective of whether or not that person belongs to a trade union." He supplied no further details.

This development follows hard on the heels of reports that Goldfields uses a private army to run its mine hostels along military lines, and that these security officials interrogated and tortured an NUM member on the Gencor-owned Stilfontein gold mine.

The head of NUM's legal department, Kuben Pillay, said the union's attorneys had been instructed to investigate civil and criminal charges against Uwusa members and Goldfields officials on the basis of affidavits and statements it had taken.

The attacks — which took place the day after NUM's annual congress, where the union blamed mine management for fomenting faction fights, and resolved to fight for the abolition of migrant labour — is likely to fuel the looming confrontation between NUM and the mining houses over the issue.

In an affidavit, NUM member Peterson Twayi — a security guard at Zincor — said he was on duty at the hostel gate the night fighting broke out between Uwusa and NUM members inside the hostel.

After a Goldfields riot squad arrived and broke up the fight, Twayi says, a group of heavily armed Uwusa members arrived and tried to force their way through the hostel gate. "The riot squad arrived at the gate but they did not help me. Uwusa members threatened to kill me in the presence of the riot squad. The riot squad did not assist me."

Later, he said, he saw the Uwusa gang, in the company of the hostel manager, shouting "we killed one of them!"

Other witnesses claimed in statements that after the initial clash between Uwusa and NUM, the security squad took Uwusa members out of the compound and the two groups set up a roadblock at the entrance to the compound.

"They allege Uwusa members then attacked individual workers arriving at the compound in the presence of the riot squad.

In his affidavit, Twayi says that after he was attacked he phoned a witness at home to warn him not to come to work — but a sergeant in the security force took the phone and instructed the guard to report for duty. Senior shopstewards at Zincor said there were only 23 Uwusa members out of a total workforce of 650 at the plant. Most were recruited from KwaZulu late last year and are kept in a separate room in the otherwise mixed hostel — leading workers to believe they were hired specifically to spark faction fights in a bid to smash NUM's presence at Zincor.

— Agenda Press Service.

Mines deny union claim on wages

By Mike Siluma

The Chamber of Mines yesterday rejected a claim this week by the National Union of Mineworkers that the average pay for black miners was R345 a month.

A Chamber statement said the average earnings of unskilled and semi-skilled black mineworkers on South African gold mines were R448 a month. Furthermore, it should be noted that the figure of R448 is a cash wage and does not include important benefits supplied free of charge by the mines — such as free food, accommodation, medical attention, transport and sport and recreation facilities — which are estimated to be worth an additional R147 a month for each mineworker.

● The Natal Supreme Court has confirmed an Industrial Court (IC) ruling reinstating 113 workers dismissed by Natal Die Castings for striking unlawfully.

The IC had ruled the dismissal and the company's failure to negotiate in good faith constituted an unfair labour practice.

APL Times 2/3/87

Miners support Freedom Charter

JOHANNESBURG — At a celebration of opposition to apartheid on Saturday, more than 15 000 black miners packed into Soweto's tiny Jabulani Stadium

The miners gave their support for the National Union of Mineworkers endorsement of the Freedom Charter and the NUM's threatened seizure of the mines if the system of migrant labour and single-sex tribally segregated hostels was not ended.

The rally was a dramatic finale to the annual congress of the 360 000-strong NUM. It went ahead without interference from the police or army.

The rally signalled the endorsement of a congress decision to put the union into a more explicit anti-apartheid position.

Applause greeted the announcement of the decision to seize control of the mines if mine bosses did not agree immediately to begin negotiating an end to migrant labour.

On Thursday the union voted to begin preparations for a national strike if, as a run-up to these negotiations, mine bosses did not hand over control of single-sex tribally segregated hostels to the union, and elected hostel supervisors.

This vote follows months of mine faction fighting, which the union maintains is encouraged by mine managers to weaken the union's fast-growing support. — Sapa

NUM to look at mine violence

ALAN FINE

MINE violence, health and safety and job reservation are among the main items on the agenda of the four day annual congress of the National Union of Mineworkers (NUM) due to be held in Johannesburg from next Wednesday.

The NUM claims 369 000 signed-up and 180 000 paid-up members and is recognised at 82 mines and other other establishments.

NUM spokesman Marcel Golding describes the congress as the most

critical in the union's five-year history.

The congress will formulate demands for the annual wage negotiations with the Chamber of Mines.

Golding says the congress will examine the spread of faction fighting.

Following the Kinross disaster last September, mine safety will be an important item. And government will come under attack for its failure to have abolished job reservation in the industry.

Sanctions and disinvestment will also come under the spotlight.

NUM slates firing of 2 200

JOHANNESBURG. —
The National Union of
Mineworkers has con-
demned the dismissal by
Anglo American of 2 200
workers at the President
Steyn gold mine near
Welkom this week.

A NUM spokesman, Mr
Marcel Golding, said the
dismissals were "typical
of a high-handed man-
agement" which had
failed to address the is-
sues which gave rise to
conflict on the mine.

He accused Anglo of
being "intransigent" in
dealing with workers'
problems.

A spokesman for
Anglo American, Mr
John Kingsley-Jones,
told Sapa on Monday
that the 2 200 workers
had resigned. Yesterday
he agreed that the work-
ers had been dismissed.

According to Mr Kings-
ley-Jones, they were dis-
missed following faction
fighting which had left
39 dead and 177 injured
since December.

Anglo American
planned to replace the
workers as soon as possi-
ble. But, said Mr Kings-
ley-Jones, if the 2 200
workers wished to be re-
engaged their applica-
tions would be consid-
ered.

Mr Golding said: "It is
very clear to us that the
workers did not resign.
Resigning is a voluntary
action. The workers
were fired." — Sapa

Too late for classification

CAPE TIMES
3/2/77
2 200 2/3

miners quit after fighting

JOHANNESBURG. — Over 2 000 President Steyn Gold Mine workers have resigned and left the mine near Welkom — the culmination of violent faction-fighting since December, which has left 39 dead and 177 injured.

"The prospect of renewed violence and consequent loss of life left President Steyn management with no alternative but to request workers to either return to their normal duties or to terminate their employment with the mine," an Anglo American spokesman, Mr John Kingsley-Jones, said last night.

"This action by management resulted in 2 200 workers leaving the mine today and was taken only after further outbreaks of violence last week, which left 10 dead, and after an escalation of tension at the No 1 shaft hostel at the weekend.

"Differences between Xhosa and Sotho employees emerged in mid-December last year. Since then 39 of our employees have lost their lives and 177 have been injured. Continued efforts have been made by management to resolve these differences and included several meetings with representatives of the governments of Lesotho and Transkei.

"In addition, the local and regional committees of the National Union of Mineworkers were consulted as to how these differences could best be resolved. Despite the efforts of all these parties, these tensions persisted.

"The independent investigation into these incidents, commissioned by President Steyn management in December, has been concluded and the results are expected shortly," Mr Kingsley-Jones said. — Sapa

STARTLING accounts of violent battles between miners and gangs of thugs using mystery cars, guns and dynamite sticks to smash the National Union of Mineworkers are some of the claims made in a new report on the causes of violence on SA mines.

Inter-group violence on the mines is as old as the industry and the causes are complex. But the report notes that a sinister new factor may have played a role in the latest eruption of "faction fights" which has left 124 miners dead in the past year — the use of vigilantes to weaken NUM on the mines.

The report — based on an extensive joint inquiry by researchers from Anglo American and NUM and independent academics — contains information so controversial that it has not been made public and could only be obtained from sources outside Anglo and NUM.

Interviews conducted during the inquiry on Anglo's massive Vaal Reefs mine show a widespread belief among workers that local management or tribal indunas last year hired "Russians" to foment faction fights on the mine.

Workers told the researchers of mystery cars that arrived at mine hostels at night full of blanket-clad "Russians" — traditionally a gang of criminals made up of migrant workers from Lesotho — who attacked Xhosa workers, hoping to start a faction fight.

Whether Anglo American accepts the report's authenticity and its recommendations is not clear. An Anglo spokesman said he was unable to respond to detailed questions about

Mine fights: Who backs the Russians?

the alleged role of "Russians" in faction fights.

He said it was the corporation's policy that "it is inappropriate to publicly debate such sensitive issues especially as it was agreed by both itself and NUM at their commencement of this joint study in 1986 that its findings would be confidential".

But the spokesman did deny that management knew of a vigilante gang called "Fino" on Free State mines.

Responding to allegations that tribal dancers were used to break a car-teen boycott, he said "There is no truth in the allegation. As far as we are concerned, a spate of faction fighting was sparked by workers, including union members, enforcing a boycott which other workers took exception to."

The report says NUM officials claim workers told them they had been offered R500 to help begin fights.

"Long historical tribal differences between black people are being used and projected further by management. The NUM has played its role in uniting workers. Management is scared of this unity and can't destroy it alone. Now management buys outsiders," a Vaal Reefs worker told the inquiry.

Workers told of a gate being left open at the Western Deep Levels Mine No 9 hostel through which Russians entered and attacked Xhosa residents.

When workers retaliated by marching on the home of the Russians' "King" in Klerksdorp, known as "Kimberley", he defended himself by using "explosives identical to those used underground" — further fueling workers' suspicions.

The report noted that managers may make use of the induna network to recruit the gangsters.

Free State miners have also complained that the President Steyn mine hostel manager encouraged non-union members to set up an organisation called Fino. Miners say Fino was responsible for starting the fighting which left 29 workers dead at the mine last year.

Workers from the Free State Geduld mine complained that a group of thirsty traditional Pondo dancers were encouraged after a performance to break a boycott of the mine's beer halls.

"Armed Pondo dancers allegedly moved into the bar Black hostel officials were seen buying liquor for them. On coming out, the boycotters were ready for them. The fight between boycotters and the dancers

had to assume ethnic dimensions," the report quoted workers as saying.

Workers from a number of mines said the escalation of faction fighting last year coincided with heightened tension between workers and management over impending wage negotiations.

One old worker told the researchers that before the advent of the union, management did its best to prevent the fights but now the advantages of weakening NUM outweighed the loss in production time that the fights caused.

Union officials claimed the dismissal and voluntary repatriation of workers after faction fights such as the mass exodus of workers from the Gencor-owned Beatrix mine after fighting this year — the biggest repatriation of miners ever — suited employers as the union had to begin organising the mine from scratch.

Perhaps the most surprising aspect of the report is that some management spokesmen appeared to concede that the allegations had some validity.

Asked about the role of Russians, a management spokesman said "The 'Russians' are a reality, a Mafia-type organisation that uses all kinds of weapons, including explosives, and they could be hired by any-

body. The possibility exists that segments within the mining context did use them. Also, workers could have justifiably suspected collusion between the 'Russians' and management as the gang leader 'Kimberley' did offer his service to Vaal Reefs."

The allegations were so pervasive that the report noted that though Anglo American had adopted a "realistic and enlightened" policy to NUM, there was "evidence of conservative elements within mine management ranks."

"These elements had brought management into dispute through their actions and their words."

Though vigilantes were not the only factor behind inter-group violence — the report deals with compound conditions, migrant labour use of tribal indunas and mine police, job domination by one ethnic group and a host of other grievances — their existence was serious enough for the inquiry to recommend a regular and independent audit of the "social practices and policies" of individual mine managements.

Already the report has become an issue of dispute. It was apparently completed last May — but wrangling over its provisions prevented its formal adoption. This was followed by a mini-advertising war earlier this year in which each party took out newspaper ads blaming each other for the conflict.

Meanwhile, Anglo has set up its own commission to look into the causes of "faction fights" and NUM has vowed to set up defence committees in the hostels to protect their members — Agenda Press Services

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2

344

1/2/87 dawn town

2 200 leave mine

OVER 2 000 President Steyn gold mine workers resigned and left the mine near Welkom yesterday — the culmination of violent faction fighting since December which has left 39 dead and 177 injured.

sequent loss of life left President Steyn management with no alternative but to request workers to either return to their normal duties or to terminate their employment with the mine," Anglo-American spokesman Mr John Kingsley-Jones said last night

"The prospect of renewed violence and con-

...ons fighting which broke out at the No 1 hostel
on Tuesday night in which three miners died, and the
stabbing to death of a miner at the shaft's concession store
on Wednesday. - Sapa.

2 000 end strike

BETWEEN 1 600 and 2 000 workers at the Anglo American-owned Goedehoop Colliery near Witbank this week agreed to end a seven-day work stoppage after management agreed to suspend an "Induna" accused of fomenting ethnic divisions on the mine. ~~(1/2)~~ (2/3)
A National Union of Mineworkers spokesperson said the workers agreed to resume work while a board of inquiry investigated the allegations against the Induna. She said over 2 000 workers went on strike last week to demand the Induna's removal on the grounds that he had attempted to instigate faction fighting on the mine. An Anglo American spokesman confirmed talks had taken place this week but had not heard the outcome. He said 1 600 workers stopped working. - Sapa. (1/2)

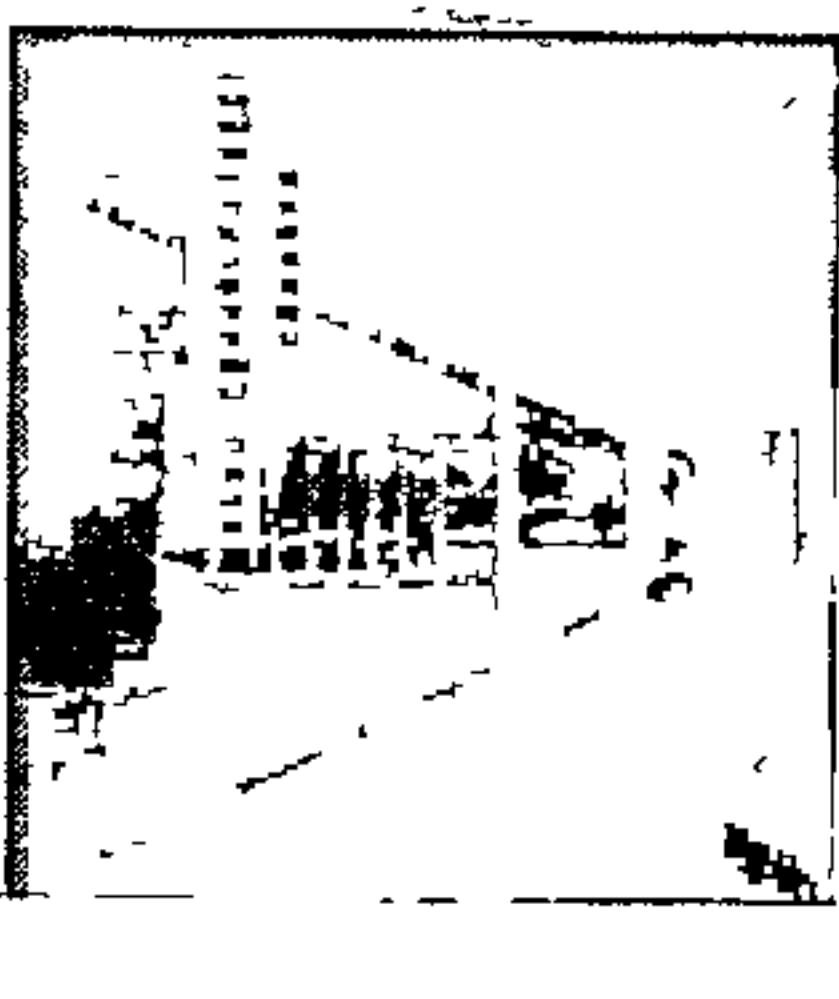
1/2/87
C/Press

TUPRET

The past year has seen the worst outbreak of fighting among black miners in nearly a decade, culminating in a war of words between the main black miners' union, the National Union of Mineworkers (NUM), and South Africa's mining giant, Anglo American Corporation.

While the immediate and specific causes of fighting may differ from mine to mine, the migrant labour system and the accompanying single-sex hostel accommodation easily emerge as important factors in any examination of clashes among black mineworkers.

According to Dr Kent McNamara, an official attached to the Chamber of Mines' research organisation, underlying group fighting on the mines was the migrant labour system, as well



as living conditions in hostels where up to 16 men often had to share a single room. Indicative of the high level of tension generated by conditions in the hostel rooms was the fact that the rooms were the site where most assaults had been found to occur, said Dr McNamara, who, after eight years' comprehensive research, recently completed a doctoral thesis on conflict on South African mines.

Hostel fights tended to be sparked by issues such as theft, arguments over rations, women or visitors who were unwelcome to other room occupants.

Dr McNamara said the migrant labour system accounted for the conflict between individuals taking an ethnic form and involving social groups of workers. "Individual conflict will take

In one of the most serious outbreaks of violence to hit the mining industry in the past decade, 126 black mineworkers have been killed in inter-group fighting on South African mines during the past year. Hundreds have been injured. MIKE SHILUMA (right) looks at the forces at play and finds that group violence on the mines is unlikely to disappear until, among other things, attempts are made to dismantle the migrant labour system.



an ethnic form because of the social groups associated with the migrant labour system. Once on the mines, workers recruited from the same home area would tend to stick together, with friendships forming along regional lines.

"They have to do this because the stresses associated with migrant labour, hostel conditions and difficult underground work. The only resources enabling a man in that position to cope are people — friends," explained Dr McNamara.

Emphasising that such friendships usually had as their basis regional, rather than ethnic, links, Dr McNamara said "For example, migrant workers from the Ciskei and Transkei speak the same language — Xhosa — but would not belong to the same social group as a result.

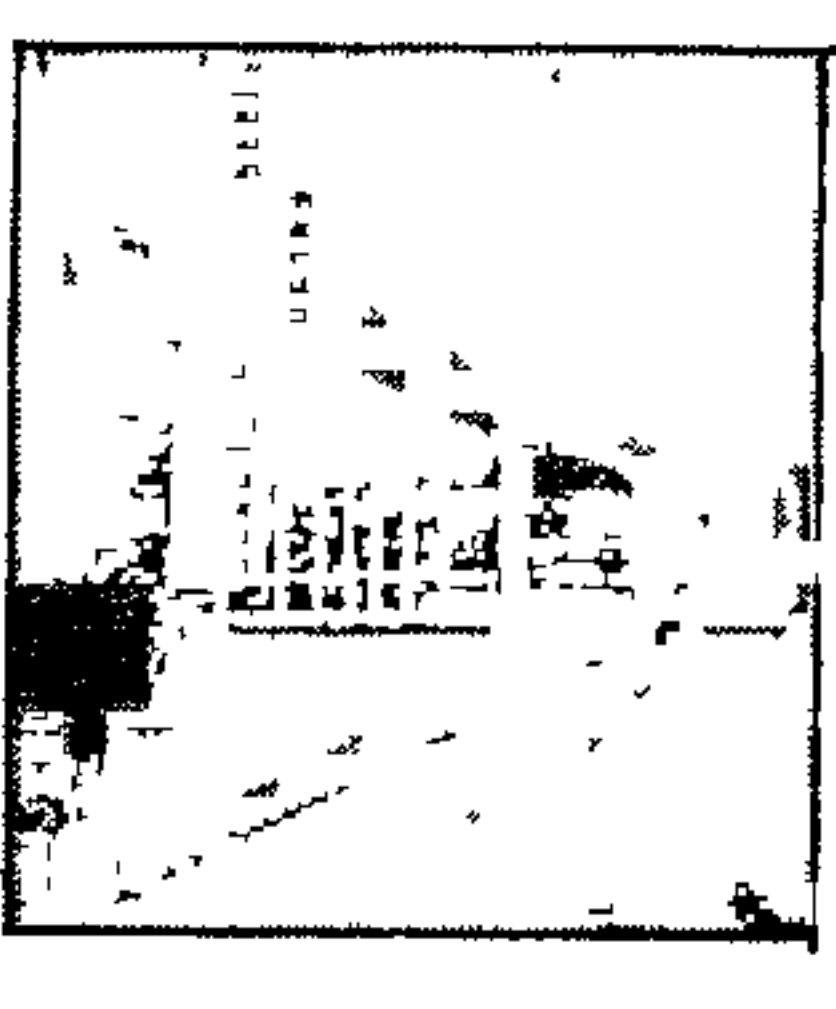
Rather, workers from each area would develop friendships on the basis of having regionally common interests. Those from the Transkei tend to come together to play rugby while those from the Ciskei would be interested in cricket."

The result was that when a fight broke out between two workers from different social groups over a purely personal difference, the fight would be joined by group members who felt obliged to come to the defence of their fellow.

The high labour turnover characterising black mine labour up to the late 1970s only aggravated matters as it prevented the establishment of a

relatively stable community on the mines.

Dr McNamara said tensions may have been expected to re-emerge with the comparative stabilisation of the black labour force in the 1980s.



On the contrary, the result was the extension of the length of time a man could hold on to a job, thus slowing down the upward mobility of new recruits. This led to an escalation in the struggle to secure jobs — itself fuelled by the drought and unemployment in the rural areas.

Dr McNamara believes that even enforcing residential integration among migrant workers would not resolve the basic problem of regionally based interests and antagonism.

The solution, he said, would be to have a more stable, and permanent workforce. His view has been supported to varying degrees by both the NUM and Anglo American —

with both agreeing that clashes between groups of black miners were not inherently ethnic. According to Anglo American — in whose mines up to 80

System that leads to bloody conflict

Stew
213
28/1/87

workers died in faction fighting in the past year — tension on the mines, "much of which exists by virtue of the single-sex hostels and migrant labour system", has been heightened recently by, among other things, the state of emergency and anxiety over reports of repatriation of foreign workers.

"Irresponsible action" such as "riots" and executions (including the killing of four team leaders at one mine), illegal work stoppages and coercion of workers to join boycotts of liquor outlets and mine stores, had exacerbated the situation.

Anglo accused some NUM branches of ignoring conflict resolution procedures, leading to violence. Rejecting this assertion, the NUM said all blame for the violence and death in mine fighting had to be laid at the door of management.

NUM Press officer Mr Marcel Golding said in addition to the migrant labour system being basic to mine violence, a vital ingredient to the conflict was the battle between a union bent on abolishing "management structures of control and domination" and employers trying to maintain a threatened status quo. Of a union trying to substitute management-created structures for democratic worker-established ones.

"Management is attempting to impose forms of authority, such as the 'induna' system, designed to ensure maximum division and control of the workers

But the NUM has come along and seriously challenged these very institutions that have made it possible for mining bosses to maintain their domination and make profits.

"The Spamer case is just one example of how far management would be prepared to go to maintain its structures of domination. We have a number of other examples where manage-



ment has used indunas and others to foment anti-union sentiments," said Mr Golding. (In the above case a Rand Supreme Court judge made an urgent order restraining an assistant hostel manager at the Marievalle mine, Mr Johannes Spamer, and an induna, a Mr Mpinga, from causing injury or death to two members of the NUM. The unopposed order followed evidence that Mr Spamer and Mr Mpinga had plotted to assault, maim or burn union members.)

Pointing to the disruption in production brought on by mine violence, Mr Golding said management would be "willing to suffer substantial losses to maintain domination of the workers".

Warning that there could not be harmonious industrial relations on the mines until the "archaic structures which give rise to conflict are removed", Mr Golding accused Anglo of ignoring NUM proposals to help normalise the situation and prevent

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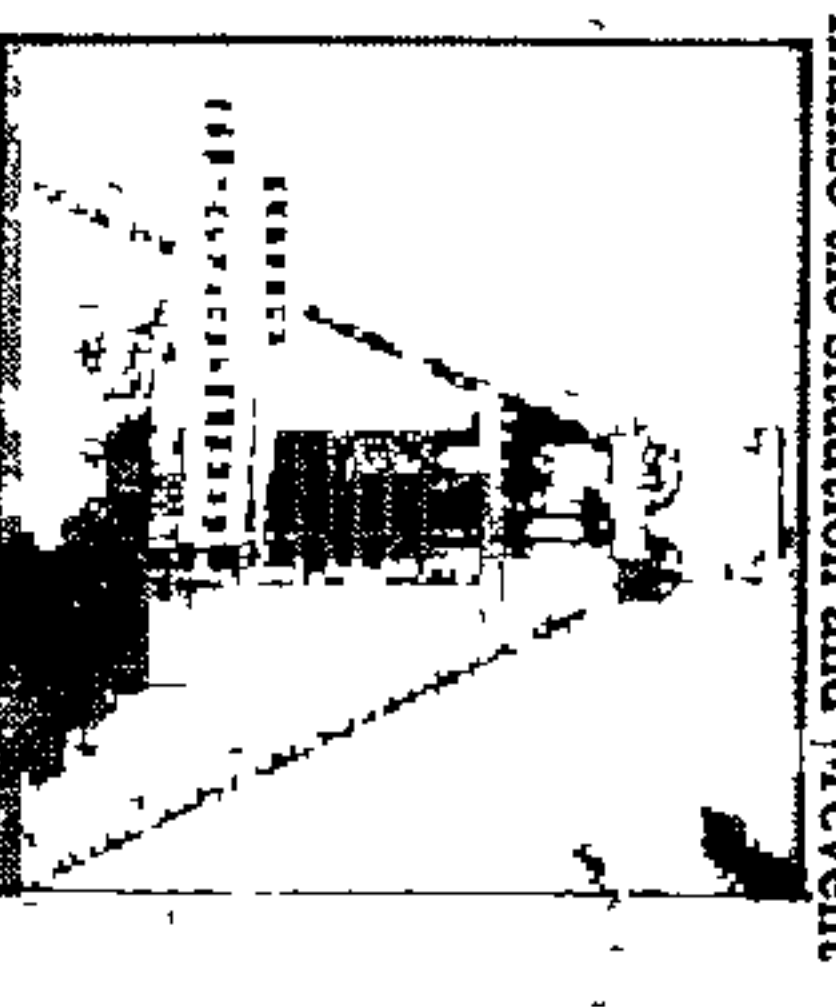
groups, and should involve the migrant labour system to allow migrant workers to live with their families.

Management should dismantle the emergency protection unit whereby white miners were used as security personnel against black colleagues, during strikes.

In response, Anglo, Gold Fields and Gencor denied involvement in any anti-NUM activity. Spokesmen for both Anglo and Gencor said the NUM had failed to produce evidence of any such management activity. All three companies said they were committed to freedom of industrial association.

An Anglo spokesman said the company agreed with the NUM that the migrant labour system and hostels had to be abolished. "We are on record as saying we have to move away from the migrant labour system and towards a situation where all of our employees live with their families near to their place of employment.

"We are working actively towards this goal. In view of the number of people involved and the attendant costs, it will be some time before our objective in this area is achieved," said the spokesman.



Further violence. These included:

- Anglo should abolish the induna system.
- Management must not house

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- Anglo should abolish the induna system.
- Management must not house

copy for 11/5/87

Strike off after unionist freed

JOHANNESBURG — A work stoppage by 900 workers protesting at four De Beers mines in Kimberley against the detention of a union shop steward ended on Thursday

According to a De Beers spokesman, the National Union of Mineworkers said the strike was for the release of shop steward Mr Phillip Batyushe

By Thursday night the strike had ended and the night shift resumed work. According to reports from Kimberley, this was because Mr Batyushe had been released — Sapa

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Cape Times 16/5/87
Death
sentences
for 3 NUM
stewards

KLERKSDORP — Three of the seven National Union of Mineworkers (NUM) shaft stewards on trial here this week have each been sentenced to death four times over

Mr Justice Strydom, sitting with two assessors, sentenced to death Tjeluvuyo Mgedezi, 28, Solomon Mangaliso Nongwati, 38, and Paulos Tsietsi Tsehlana 38, on four charges, of murder. He also sentenced them to an effective 15 years' imprisonment each for attempted murder

Of their co-accused, Siphwe Mngondo Mbalumdaka, 28, was sentenced to 50 years on four charges of murder and one of attempted murder. The sentences will run concurrently, meaning he will serve an effective 10-year jail term

Sentenced

Frans Stone Makhanya, 36, and Edwin Nkatutu Masike, 39, were each sentenced to seven years' imprisonment on each of the five charges. The sentences will run concurrently and they will each serve an effective seven years' imprisonment

Mr Monwabisi Sketi, 27, was acquitted on all charges. The State earlier withdrew charges against Mr Joseph Thoo, who died of natural causes a day before the trial

The judge found that the accused murdered team leaders Mr Edward Masiane, Mr Philemon Mota, Mr Daniel Sekwati and Mr Joseph Rantlhatsi on February 18 last year at the Vaal Reefs mine near Orkney

He also found that they had attempted to murder Mr Fernando Nyoni the same night

No NUM officials attended. The accused's wives and relatives were also not in court — Sapa

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Sapa

SAFETY TIMES 19/5/87
Miners in strike moves *(213)*

JOHANNESBURG. — Worker representatives of 26 000 white miners were taking part in a series of meetings last night to discuss strike action in support of wage demands.

Spokesmen for the umbrella body representing miners and artisans, the Council of Mining Unions (CMU) yesterday refused to say when the strike would go ahead.

They insisted member unions were preparing for the strike, and that it would start "shortly".

Chamber of Mines spokesman Mr Peter Bunkell confirmed yesterday the CMU had not contacted the chamber.

GENERATORS

Capt Tom's 8/5/02
Miners
213
preparing
to strike

Own Correspondent

JOHANNESBURG. — The Council of Mining Unions (CMU) is preparing itself to call the 26 000 white workers of its member unions out on strike but is keeping the date a secret.

The secretary of the union, Mr Tom Neethling, said yesterday a deadlock had been reached in negotiations with the Chamber of Mines.

While the union was open to talks, "all the signs are that no agreement can be reached," Mr Neethling said, adding that the union was keeping the date of the strike "a surprise".

However, he said, it was not the intention of the union to wait until the executive meeting on May 27 as the executive had already given the go-ahead for the strike.

Disagreement exists over wages, leave demands and fringe benefits.

In a ballot earlier this month member unions voted to strike.

Striking miner killed as 5 000 clash with police

213
bullet
20/5/87

PRETORIA — A mineworker was shot dead yesterday after he struck a policeman with an iron pipe during a confrontation between striking miners and mine security and the SA Police at a mine west of Johannesburg.

The Police Public Relations Division said 15 other miners were injured in the clash when police fired teargas and rubber

bullets to disperse about 5 000 strikers at West Rand Consolidated mine, near Krugersdorp.

"A large group of striking miners gathered on the mine premises and refused to disperse when ordered to do so. They were dispersed with tearsmoke and rubber bullets by the mine security and the SA Police," the statement said.

"One of the miners at-

tacked a policeman with an iron pipe, hitting him across the head and damaging his riot helmet in the process. The policeman fired his shotgun in self defence, fatally wounding his attacker."

The assistant general secretary of the National Union of Mineworkers, Mr Marcel Golding, said the 5 000 workers struck in protest over food, production bonuses and against the closure of the union's offices

He said teargas, sjamboks and dogs were used to disperse the strikers.

Describing the situation at the mine as "tense", Mr Golding said management had refused the union permission to counsel the workers. He said talks with management might resume today. — Sapa

Strike day secret

JOHANNESBURG

Mystery still surrounds the date the white Council of Mining Unions (CMU) intends downing tools should the Chamber of Mines fail to revise its wage offer.

"We have set a date but it is going to remain a secret," said CMU general secretary Mr Tom Neelling.

The 26 000-member CMU, consisting of six unions, wants a 20% increase and the chamber has offered between 13% and 14%. Sapa

ARGUS 20/5/87

Miner dies as rubber bullets scatter 5 000

The Argus Correspondent 213

PRETORIA. — A miner was killed and 15 were injured when police dispersed about 5 000 strikers at Gencor's West Rand Consolidated gold mine near Krugersdorp.

"They were dispersed with tearsmoke and rubber bullets by the mine security and the police. One of the miners, a black man, attacked a policeman with an iron pipe, hitting him across the head and damaging his riot helmet in the process," according to the police unrest report.

"The policeman fired his shotgun in self-defence, fatally wounding his attacker.

"Fifteen black miners were injured in the confrontation."

A mine spokesman said the workers stayed away from work at the beginning of the day shift yesterday.

SAP
213

SAP called to disperse strikers

Police were called to disperse between 4 000 and 5 000 strikers at Gencor's West Rand Consolidated gold mine near Krugersdorp yesterday.

The mine spokesman said 4 200 workers stayed away at the beginning of the day shift.

After a militant group had refused to disperse, police had been called in, he said.

Management would continue to negotiate to resolve the matter and persuade workers to return to work, he said. The night shift had gone to work last night and the mine was calm.

However, National Union of Mineworkers assistant general secretary Mr Marcel Golding said the 5 000 workers — who struck in protest over food, production bonuses and the closure of the union's offices — had not resumed work last night.

He said teargas, sjamboks and dogs had been used to disperse the strikers.

Mr Golding said management had refused the union permission to counsel the workers.

● About 1 200 workers are on strike at De Beers' Finsch diamond mine, near Kimberley, a mine spokesman said. They are protesting at the dismissal yesterday of 33 colleagues after a stoppage two weeks ago over the arrest of a worker.

Mine strikes hit Cape and Rand

TENSION was high at the De Beers Finsch Diamond Mine in the Northern Cape, where 1 100 workers had downed tools, a spokesman for National Union of Mineworkers said this week

"The workers went on strike in response to the dismissal of 37 union members arising out of the fourth and fifth stayaway at the mine," said NUM's Marcel Golding

He also said more than 6,500 workers had gone on strike at West Rand Consolidated, owned by Gencor

"The dispute concerns management's closure of the union's office facility on the mine, as well as management's reluctance to address other worker grievances," said Golding

Golding said more than 2 000 workers at Amcoal's new Denmark Colliery in Standerton had returned to work after a three-day strike concerning unacceptable work practices - Sapa

Cape Times 22/5/77
Miners back at work

213

ABOUT 1 200 striking workers at Finsch diamond mine at Lime Acres in the Northern Cape returned to work yesterday, following an urgent application by De Beers to the Kimberley Supreme Court. In an interim interdict, Mr Justice Erasmus declared the strike to be illegal and in breach of procedural agreements

SA Times 2/15/87

Miner shot dead

PRETORIA ²¹³ A miner was shot dead on Tuesday after he struck a policeman with an iron pipe, police said.

Police said 15 other miners were hurt during a clash between striking miners and mine security and the police at West Rand Consolidated mine, near Krugersdorp.
— Sapa

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Ten more miner deaths

TEN workers died in a fresh outbreak of violence at the President Steyn Mines near Welkom this week

The fighting, which started on Sunday afternoon and in which one worker died, is believed to be a sequel of a fight in late December which left 29 workers dead

The renewed violence broke out in the shadow of an "independent enquiry" into the December incident. The enquiry, initiated by Anglo

By SEFAKO NYAKA

American, was still gathering evidence at the weekend.

The cause of Sunday's violence is not known but it is claimed that the fighting was initiated by an anti-union organisation known as Fito

Anglo has denied any knowledge of the organisation, although the National Union of Mineworkers said it has evidence of management support or approval of the "union-

busters".

On Monday a worker was killed after fighting broke out underground at the number one shaft. Four workers were killed on Tuesday — one in a stabbing incident and the others in inter-group violence.

On Wednesday three workers died when fighting broke out under cover of darkness, according to an Anglo representative. Fighting has spread to the nearby taxi rank outside mine property.

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More die in mine fights

ALAN FINE

VIOLENCE at the President Steyn gold mine, near Welkom, continued on Tuesday night with the death of four people at the No 1 shaft hostel

About 2 000 Xhosas from the No 2 shaft, where three have died since Sunday, have voluntarily resigned and are going home

An Anglo American spokesman says three employees died in fighting on Tuesday night.

In a separate incident, an employee died in a stabbing incident at the No 1 shaft hostel's concession store. A man has been arrested in connection with the incident.

The spokesman says violence at the No 2 shaft will probably abate with the departure of the Xhosas. Violence at the mine is the subject of an independent commission of inquiry appointed after the death of 29 miners in December.

□ About 15 000 workers at JCI's Randfontein Estates gold mine undertook to return to work last night after going on strike on Tuesday.

of Carletonville died on April 9, 1985

CAP. 7/19/85 27/187
Miner dies in 'skirmish' *213*

JOHANNESBURG — One miner died and 12 others were injured, none seriously, in a "skirmish" at the President Steyn gold mine near Welkom, according to a statement released yesterday by Anglo American. An Anglo spokesman said fighting, which broke out early yesterday morning at the No 2 shaft hostel between some Xhosa and Basotho miners, was quickly brought to an end when mine security separated the groups.

mony at home

Mine calm after fighting (213)

CAPC Times 13/11/89
JOHANNESBURG — The situation at the Beatrix gold mine was calm yesterday after faction fighting at the weekend which left eight people dead and 53 injured, Gencor, the owners of the mine, said. Gencor said about 90% of the work force of 8 000 was at work yesterday at the mine near Theunissen in the Free State.

Argus 5/1/87

Anglo ads tell of causes of serious mine violence

AREAS.

The Argus Correspondent

JOHANNESBURG — The outbreak of serious mine violence for the first time in more than a decade prompted the Anglo American Corporation to place large advertisements in several newspapers today

Anglo announced that 62 black mineworkers had died in a series of violent clashes in the last nine weeks and that the company had launched a full investigation into the causes of the violence

Anglo said 33 workers had died at the Vaal Reefs mine near Klerksdorp since October 24, and 29 had died at President Steyn mine in Welkom in the last three weeks

The last major ethnic violence on an Anglo-administered mine occurred in 1974

After a thorough investigation, hostel residential arrangements were restructured to eliminate the emphasis on tribal groupings. Relative peace reigned for a decade

Anglo said there were many factors which were increasing tensions on the mines

Although much of it was ascribed to single-sex hostels and migrant labour practices, the state of emergency and country-wide unrest had heightened tensions

Concern and anxiety over reports of repatriation of foreign workers had also played a part

Other factors included the frustration of better-educated workers whose career advancement was still being stifled by job reservation

Care Trip S/PPK 213
Mine violence inquiry

JOHANNESBURG — The Anglo American Corporation has announced that an independent inquiry into mine violence which has claimed 62 lives on two of its mines in the past nine weeks will begin this month. At Vaal Reefs mine near Klerksdorp, 33 workers have died in a series of worker clashes since October 24, and in similar clashes at President Steyn mine in Welkom another 29 workers have died in the past three weeks.

arch 17 1987 2/3 3

Protests at 2 mines

By Mike Siluma

A sit-down protest and a snap strike affected two Transvaal mines yesterday

Assistant general secretary of the National Union of Mineworkers, Mr Marcel Golding, claimed about 6 000 Grootvlei workers remained underground for a few hours at the end of their shift in protest at the transfer of workers to new work grades

A Gencor spokesman said about 1 100 night shift workers had taken sit-down action. Morning shift workers then followed suit

About 1 000 workers at the Amcoal-administered New Vaal Colliery near Vereeniging had downed tools, the NUM said

Cause of the stoppage, involving the entire workforce, was being investigated

Amcoal confirmed the stoppage

NUM POINTS A FINGER



By SYLVIA VOLLENHOVEN

A FANCY yellow wrought-iron sign hangs over the mine hostel of Entokozweni

If the name is to be believed, this is a "place of happiness"

But behind the yellow sign, and the barricades that keep the public out, workers have experienced nightmarish battles that left one man beheaded and many more dead

The battles have been described in terse newspaper reports as faction fights

Recently I visited the Vaal Reefs mine, in Klerksdorp, about 200 kilometres west of Johannesburg, where 47 miners died in one of these clashes

From interviews with workers in the Entokozweni section and in Klerksdorp, it was clear that the term "faction fight" was a gross oversimplification

A 250-page report compiled jointly by the National Union of Mineworkers (NUM) and the giant Anglo American Corporation's Gold Division, mentions countless allegations of management fanning the so-called faction fights

Co-operation

The report called "Reaping the Whirlwind", is a unique example of co-operation between the mining bosses and the NUM

The document tells of hired gangsters called the "Russians" being smuggled into the hostels at night, allegedly to crush the NUM

A recent fight at Vaal Reefs left 47 dead and about 250 injured

From the accounts of the workers at the mining complex, a chilling countdown

to the killing can be pieced together. Their stories were remarkably similar

On November 18 last year, the NUM held a regional meeting to discuss their demand for a production bonus. Management was refusing to pay the bonus to some of the lower paid workers

The NUM decided to boycott the bar for hostel dwellers' bar in protest and union members barricaded the bar

That weekend the bar was petrol-bombed by unknown people. In retaliation two NUM shaft stewards were killed, allegedly by fellow miners

One steward was decapitated in front of his wife and children in the workers' married quarters where they lived. Another was stoned and hacked to death

Petrol-bombed

For the next two weeks rumours were rife that a group of Pondo workers would go on the rampage

"We told management what was going to happen. We knew and the whites knew"

"We even told the superintendents when the Pondos went to the Vaal River to wash. They had taken their witchdoctor with them," said Shakala Nakedi, an engine fitter's assistant at the number two shaft on Vaal Reefs

The ritual washing signified preparation for a major battle, according to Nakedi

Allegedly some members of the mine management watched that night and on other occasions as a group of Pondos performed an aggressive tribal dance, armed with a variety of weapons

No steps were taken to prevent the impending fight.

"Late that night we heard a

shrill, staccato whistling and we knew it had started," said Tsokolo Mokhula, a former mine security official

But Phatlizwe Mafestile, one of the Pondo fighters, claimed they were merely defending themselves against a possible attack

"The Basotho were fighting us, I don't know why. I heard money would be paid for the fighting but I didn't know who would pay," said Mafestile whose head was shaven, except for three tufts of hair

His left eye was blinded in the fighting which lasted for a week

Miner Zolile Madubela's version of the violence, refutes the faction fighting claim. He was shot and blinded in one eye by a rubber bullet.

"We were advancing towards the people who were fighting us. It was the Amakhosa and the Basotho," said Madubela who is Xhosa speaking himself

At midnight, after the fighting had died down, mine security officials arrived in armoured vehicles

Corpses

"Bodies were everywhere. I helped to wash the corpses," said Shakala Nakedi

For the rest of the weekend sporadic fights broke out until management confiscated weapons from all workers on the Sunday afternoon. But by then 47 people had died

Miner Nash Plaatjie claimed he saw a mine official in tears in front of a group of angry Pondo fighters who were demanding the money they had allegedly been offered in advance.

The incident is the subject of a secret inquiry being conducted

at Vaal Reefs' Oppenheimer Stadium

The joint Anglo/NUM report explores every possible reason for the violent fights on South Africa's mines

The conclusion reached was that the current violence must be seen in the context of the severity of the economic recession. It is an attempt by workers to maintain for themselves a secure niche on the gold mines, economically, politically and socially

"Mine faction fighting needs to be viewed as a situation-bound competition for power," states the report

The document says the drive for unionisation by the NUM is seen as a threat by management.

Violent

"The single most important cause of violence is the conditions and management of hostels

"The unnatural, highly-regulated environment of the single sex hostel is exacerbated by the complete lack of control by the workers of their own lives

"In some cases management themselves are involved in assaults," the report says

About the claims of the notorious "Russians" gang sent in to crush the NUM, management responded "The Russians were in reality a mafia-type organisation that used all kinds of weapons including explosives and they could be hired by anybody"

"The possibility existed that segments within the mining context did use them

"Also workers could have justifiably suspected collusion between the Russians and management as the gang leader,

EVEN ANGLO ADMITS MINE BOSSES SHARE THE BLAME

Kimberley, did offer his services to Vaal Reefs' management as a mediator in recent conflicts, but management rejected the offer

The report concludes that workers thought management was deliberately fuelling the violence in an attempt at "union bashing"

The issue of mine violence received top priority at the recent NUM congress in Johannesburg

The Lesotho and Transkei governments were asked to submit reports for the inquiry being conducted at the Oppenheimer Stadium

Both governments have supported the allegations that the faction fights at Vaal Reefs were initiated by management and in fact named a certain official

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Miners locked out

ABOUT 8 000 black miners have been locked out at Anglo American's Freddie's gold mine, near Welkom, after refusing to do "demeaning" tasks for white colleagues, the National Union of Mine-workers said.

Num assistant general secretary Mr Marcel Golding said the workers had been locked out of the mine's number 5 shaft after striking in protest at having to carry bags for white miners

Unsafe

An Anglo spokesman said the shaft had been closed because of unsafe working conditions and incidents of intimidation.

He said about 500 workers had engaged in a go-slow from last Wednesday until Saturday. The action culminated in a work stoppage.

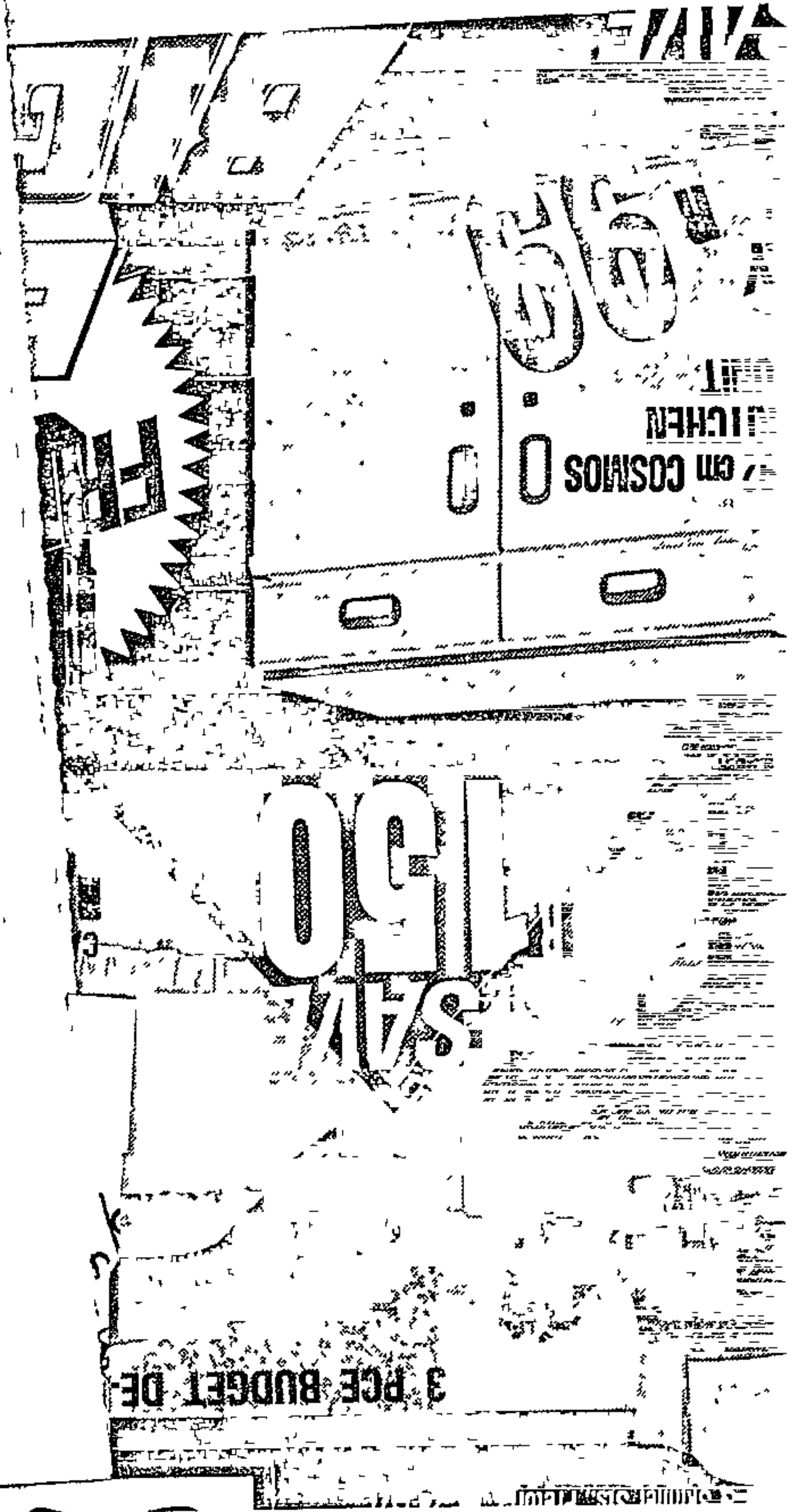
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Malan to reveal

'ANC plan'

Cape Times 14/4/87
SOON

14/4/87
Own Correspondent

JOHANNESBURG — The Minister of Defence, General Magnus Malan, indicated yesterday that he would soon disclose details of the alleged ANC plan to violently disrupt the May 6 white election

Gen Malan was reacting to criticism that government leaders were not prepared to brief the leaders of the opposition parties in Parliament about the alleged plans, but had briefed 35 foreign envoys

A spokesman for Gen Malan said the country would be told more of the ANC plans "at the appropriate time"

A spokesman for the Minister of Foreign Affairs, Mr Pik Botha, who made the original allegations at an election rally last week, said yesterday Mr Botha had merely fulfilled his duty as Foreign Minister to inform the public of messages he had sent to neighbouring states, and to ask foreign diplomats to warn these states

(Report by M du Preez 11 Diagonal St JHB)

Miners down tools after shootings

Cape Times 14/4/87
JOHANNESBURG — At least 400 workers downed tools yesterday at the Goldfields-owned Zincor processing plant near Springs in protest against the shooting of five members of their union at the weekend

A spokesman for the National Union of Mineworkers (NUM) said about 600 workers went on strike at the plant because they suspected mine security was involved in the shootings

A statement released by Goldfields said "Some 410 workers at Zincor failed to report for the Sunday night shift and the main shift this morning

"The Zincor management is communicating with representatives of the workforce and has requested a return to work"

A Johannesburg newspaper yesterday morning reported that six men armed with a shotgun and a pistol burst into the hostel at Zincor and fired on workers before fleeing the premises

Four of the injured men had leg wounds and the other was shot in the stomach East Rand police are searching for the gunmen, the report said

Zincor has been the scene of fierce clashes between NUM and members of the rival Inkatha-backed United Workers Union of South Africa

Last month two NUM members were killed in what management described as "faction fighting" The union alleges the clashes were instigated by mine security — Sapa

Matie launch for new alliance

Political Correspondent

A NEW alliance — the United Stellenbosch Front (USF) — will be launched on the Matie campus this evening

Keynote speakers at the launch will be Dr Van Zyl Slabbert, head of the Institute for a Democratic Alternative for South Africa, and Dr Allan Boesak, president of the World Alliance of Reformed Churches

USF organizer Ms Tanja Hichert said yesterday the front would aim at the co-ordination of "progressive organizations" in Stellenbosch around social and political issues

The launch will begin at 7pm in the Sanlam Hall of the Student Union

(Report by A Johnson 122 St George's St CT)

1 500 miners on strike NUM

ABOUT 1 500 members of the National Union of Mineworkers (NUM) employed at Anglo American's New Denmark colliery in the south-eastern Transvaal have been on strike since Tuesday, a union statement said.

The NUM said yesterday they were protesting against the detention of 75 colleagues in Transkei. The 75 had travelled to Transkei by bus at the weekend to attend a colleague's funeral

Workers at New Denmark believed management had acted in collusion with the Transkei authorities because after management had received the news of the detentions it refused to inform workers of the incident, the NUM said

Workers were now demanding that management put pressure on the Trans-

kei authorities to release their colleagues

An Anglo spokesman last night denied any collusion in the arrests. He said management had received unconfirmed reports of arrests on Monday from the local recruiting agents.

Anglo had been in contact with the Transkei authorities and had expressed its concern, but the authorities had not confirmed or denied the arrests or knowledge of the whereabouts of the workers, he said

"Management has informed the workforce of its position and expressed concern for the safety and whereabouts of the employees and hopes for an early return to work," he said

213
ALAN FINE

ing's second-floor level

Cape Times 14/4/87 **213**

Miners back at work

JOHANNESBURG — About 400 striking workers at Gencor's Blinkpan colliery in the Eastern Transvaal resumed work last night after a four-day stoppage by most of the workforce halted production at the mine. Earlier yesterday a spokeswoman for the National Union of Mineworkers said about 6 000 miners had been on strike. She said the strikers were protesting at the alleged presence of management informers on the mine.

BUSINESS DAY, Tuesday, April 14-1987

3

Safety fears start strike at Zincor, say workers

AT least 410 workers at the Gold Fields-owned Zincor zinc refinery near Springs have been on strike since Sunday night because, they say, they fear for their safety.

The strike follows two recent shooting incidents at the refinery in which two people died. The National Union of Mineworkers (NUM) has said members of the Inkatha-linked United Workers' Union of SA (Uwusa) were responsible. The refinery has previously been the scene of conflict between the NUM and Uwusa.

At talks between management and NUM representatives yesterday, management assured that "every-

thing possible would be done to ensure the safety of workers on company premises". Workers were requested to return to work.

The NUM described the talks as "futile" because management would not allow union representatives ac-

ALAN FINE

cess to their members.

The company spokesman said police were investigating an incident on Saturday night in which six gunmen burst onto hostel premises. Five workers were injured and the body of another has been found. Two weeks ago a worker was shot dead.

A NUM spokesman said there was mine security at the scene of Saturday's shootings, but they failed to intervene. He said Gold Fields had encouraged Uwusa activities at the plant and the NUM was demanding the removal of Uwusa elements.

Neither Gold Fields nor Uwusa could be reached for comment on these allegations

□ About 1 500 employees at Anglo American's New Denmark colliery near Standerton returned to work on Saturday after the release from custody of 75 colleagues who had been detained in the Transkei.



213 SNA 14/4/87

Gencor coal strikers return

About 400 striking workers at Gencor's Blinkpan Colliery in the Eastern Transvaal resumed work last night after a four-day stoppage by most of the workforce

Mr Graham Thompson, managing director of Gencor's TransNatal Coal Corporation, said the night shift went back to work

Last Thursday, after 1 200 of the mine's total workforce of 1 300 struck

"Some of the workers were apparently dissatisfied with a certain team leader," said Mr Thompson.

No further details were given

Earlier yesterday a spokeswoman for the National Union of Mineworkers (NUM) said about 6 000 miners had been on strike

She said the strikers were protesting at the alleged presence of management informers on the mine — Sapa

213
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SECRET
18/4/87

Strikers back at work

ABOUT 400 striking workers at Gencor's Blinkpan Colliery in the Eastern Transvaal resumed work last night after a four-day stoppage by most of the workforce.

Mr Graham Thompson, MD of Gencor's Trans-Natal Coal Corporation, said the nightshift went back to work after 1 200 of the mine's total workforce of 1 300 struck on Thursday last week.

Miners stoned man shot dead

PRETORIA — Police shot a man dead after white miners were stoned on their way to work in Welkom in the Free State on Sunday night, the Bureau for Information reported yesterday.

The bureau said in its regular unrest bulletin that two white miners were walking to work at the President Brandt gold mine when a group of blacks threw stones at them.

The police arrived and fired at the group, fatally wounding an unknown black man. The mine workers were not injured.

It was not immediately known if the incident was unrest-related, the Bureau said.

□ A man was arrested in Atteridgeville near Pretoria on Sunday night after allegedly threatening to burn a woman and her daughter to death, the report added. It gave no further details.

Other reported unrest incidents were "of a minor nature and caused negligible or no damage" — Sapa

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22/4/87
213
A

24 000 go on strike

JOHANNESBURG — About 24 000 miners at Johannesburg Consolidated Investment's Randfontein Estates and Western Areas mines have been out on strike since last night in protest against the company's retrenchment programmes on both mines

A JCI spokesman, Mr J J Nel, said the strike was illegal

The entire black workforce is involved and the situation on both mines was described as "quiet but tense" — Sapa

Cape Times 23/4/87
213
RDA

JCI gold production stalls as 24 000 strike

Own Correspondent

JOHANNESBURG. — All 24 000 black underground miners at two JCI-owned gold mines west of Johannesburg have been on strike since Tuesday night in protest against the retrenchment of colleagues, and production is at a standstill.

The two mines — Randfontein Estates and Western Areas — began implementing planned lay-offs on Monday. Talks between management and National Union of Mineworkers (NUM) leaders were still in progress late yesterday afternoon.

The Western Areas mine aims to lay off 1 453 of its 9 000-strong workforce now and another 490 in July. Randfontein Estates is retrenching 367 of its 15 000 employees.

Talks between the mine managements and NUM over the retrenchments began last August. Last week the union declared an official dispute.

The general manager of JCI's manpower division, Mr Jeremy Nel, maintains the strike is illegal as procedures for lawful strike action have not been completed.

Mr Nel says the retrenchments became necessary after the introduction of load haul dumpers at the two mines. He denies that the introduction of the new method was prompted by wage pressures.

Mr Nel says that, in terms of the latest quarterly reports, Randfontein Estates stands to lose R2,7 million in revenue each day of the strike and Western Areas R1,4 million.

□ The strike was likely to continue today, Mr Marcel Golding, NUM's assistant general secretary, said.

JCI's retrenchment programme for about 2 000 miners at the two mines was a clear demonstration that it put profits before workers, he said.

SINCE MARCH THE HOSPITAL HAS RECEIVED
four cases a day. 23/482 (213)

Zincor refuses inquiry

JOHANNESBURG — Zincor zinc refinery has refused a request by the National Union of Mineworkers for an independent commission of inquiry into violence at the plant.

213

Cape Times, Friday, April 24, 1987 3

News in Brief

Mine strike ends

THE strike at JCI's Western Areas gold mine ended yesterday, and workers at one of Randfontein Estates's three shafts returned to work after talks. The one-and-a-half-day strike was triggered by the implementation of a retrenchment process which will affect 2 310 of the two mines' 24 000 workers. A JCI spokesman said he hoped the 11 500 workers still on strike at Randfontein Estates' Cooke No 1 and 3 shafts would return to work after talks, held yesterday afternoon.

~~12/13/87~~ 26/4/87 CP Press ~~12/13/87~~ 2/13

CP Reporter

23 000 miners strike

TWENTY-three thousand miners at the Johannesburg Consolidated Investment-owned Randfontein Estates and Western Areas mines have been on strike since Wednesday night in protest against the company's retrenchment program which will affect at least 2 310 miners.

The situation at both

mines has been described as quiet but tense

National Union of Mineworkers assistant-secretary Marcel Golding said the entire black work force at both mines was involved in the work stoppage because JCI's action "was a clear demonstration that it

put profits before workers".

"Attempts at negotiation with JCI management proved futile as they remained intransigent in regard to retrenchment and the strike is likely to go on today," he said.

JCI spokesman JJ Nel said the strike - which was

"illegal" - was in connection with the retrenchment program which had been under discussion with NUM officials since August last year.

Nel said phase one of the retrenchment program has already been implemented and 367 workers at Rand-

fontein and 1 453 at Westonaria had been retrenched

Nel said the retrenchments became necessary after the introduction of load haul dumpers which scoop up broken rock underground at the two mines

"It allows for the most efficient recovery of the product in terms of the grade of the ore mined," said Nel.

JCI miners back at work

JOHANNESBURG — About 23 000 workers at two Johannesburg Consolidated Investment mines returned to work today after downing tools two days ago in protest against the company's retrenchment programmes, a JCI spokesman said

He said the situation was resolved at a meeting between management and worker representatives last night and today — Sapa

78/4/87
D3
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...attended by members of the Military Council

capl Timp 5/5/87 (213)
Gencor 'back to normal'

JOHANNESBURG — Gencor mines, affected by a weekend of violence during which six workers were killed and 21 were hospitalized, are back to normal, Gencor spokesman Mr Harry Hill said yesterday morning. Mr Hill said the injured were still in a "serious but not critical condition". The names of the dead had not yet been released. He said it did not appear to be a faction fight but Gencor was investigating.

Five die in Gencor mine faction brawl

CAP Times 4/5/87 213

Own Correspondent

JOHANNESBURG — Five people were killed and 21 injured after faction-fighting broke out on Gencor's Bracken Mine at the weekend

Gencor chief executive Mr Bruce Evans said the miners were killed by another group of mine workers early yesterday morning at a shop adjacent to Bracken property

"The miners were apparently taking revenge for assaults against their colleagues which occurred in the same place on Friday and Saturday nights," said the statement

'Row over a woman'

The statement said trouble apparently started as a result of a brawl between two men over a woman

The National Union of Mineworkers (NUM) organizer in the Secunda area, Mr Tshediso Mothupi, said 21 people had been hospitalized

He said that on Saturday night and again yesterday morning the NUM had warned management at Bracken, about 120km east of here, that tempers were running high and that fighting was about to break out

"But management had refused to co-operate"
Gencor later said the report that 21 miners had been hospitalized would be difficult to verify but the spokesman would try to comment later

He said mine information on the fighting showed that five people had died and 13 had been hospitalized

He was not able to say how many people had been treated and discharged from hospitals in the area

Bomb blast at Roodepoort

Call trials 11/5/87
JOHANNESBURG. — Two railway workers were injured and at least R20 000 worth of damage was caused when a bomb exploded outside the ticket office of Roodepoort station on the West Rand yesterday.

Major D Kellerman, spokeswoman for the SAP Public Relations Division, said from Pretoria that two men working at the station received cuts and scratches when a suspected mini-limpet mine detonated near the station about 9.50am yesterday.

She said the wall of a ticket office at the station was damaged as well as a nearby telephone booth and windows of the station and adjacent businesses. The total cost of the damage was estimated at between R20 000 and R30 000.

The men injured in the blast are Mr

W A Krause 33 and Mr J N Delveroux, 34.

Police suspect the mine might have been planted in the telephone booth but this has not yet been confirmed.

□ Two men were killed early yesterday in fighting which broke out at a mine hostel near Evander, Gencor spokesman Mr Bruce Evans said.

He said the fighting broke out "between small groups of workers in the hostel of the Leslie gold mine near Evander".

"The others received light injuries and were treated on the mine.

"Mine security personnel managed to disperse the groups involved and are still monitoring the situation to ensure the peace." — Sapa

Miners may strike now

5/18/57
JB

JOHANNESBURG — The Council of Mining Unions (CMU) and the Chamber of Mines have reached a deadlock on the annual salary review, and a legal strike by the CMU's 24 000 members may start this month, according to reports here

The CMU's members are all white mine workers

Three killed in
fighting on mine

(23) 8 APR 11/5/87
Three miners were killed when fighting broke out at the Leslie gold mine near Evander at the weekend, mine owners Gencor said.

Gencor's chief executive for gold and uranium, Mr Bruce Evans, said the deaths came "in spite of management and worker representatives' appeals for calm, the constant patrolling of the hostel and the confiscation of offensive weapons".

A total of nine miners have died in fighting at Gencor mines in the Evander area over the past two weeks.

213 15/15/87

26 000 white mine workers to strike?

JOHANNESBURG — White miners yesterday were still threatening strike action if their demands for a 20 per cent pay increase were not met.

The Council of Mining Unions (CMU) general secretary, Mr Tom Neethling, said preparations for strike action by the 26 000 miners were well advanced.

However, the membership has yet to indicate whether they still supported strike action after talks with the Chamber of Mines last week broke down.

"The industry is in a

position to grant higher wages. Strike action can be taken in the very near future," he said.

The Chamber of Mines said its offer to re-open negotiations still stood and that it was waiting for the CMU to respond to the offer.

Mr Neethling said the views of union members still had to be canvassed on the issue.

The CMU is demanding a 20 per cent pay increase across the board, while the chamber says it is prepared to give 13 per cent on marginal mines and 14 per cent on non-marginal mines. — DDC

2 miners die in fighting at hostel

TWO men were killed yesterday in fighting which broke out at a mine hostel near Evander, Gencor spokesman, Mr Brian Evans said.

He said the fighting broke out "between small groups of workers in the hostel of the Leslie Gold Mine near Evander"

"Mine security personnel

SA Press Association

managed to disperse the groups involved and are still monitoring the situation to ensure the peace

"The mine management requested worker representatives, including the National Union of Mineworkers, representatives of

the governments of the workers concerned and of The Employment Bureau of Africa (Tebe) to assist in determining the cause of the unrest. This resulted in a combined appeal to the workers to maintain peace

"Names of deceased will be available for release once next-of-kin have been informed"

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Soweto 11/5/87

trophy.

CAP 7/1/5 12/5/57

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Interdict for NUM

MARITZBURG. — The National Union of Mineworkers (NUM) obtained an urgent interim interdict in the Supreme Court here yesterday restraining the United Workers' Union of South Africa (UWUSA) and certain of its members from assaulting, intimidating, threatening and interfering with NUM members and officials and the union's legitimate trade union activities. UWUSA opposed the application and has denied all the allegations of unlawful conduct made in affidavits before the court.

Argus 18/5/82 (27) 513

Mining industry dispute spreads to two fronts

The Argus Correspondent

JOHANNESBURG. — The Chamber of Mines is in dispute with both white and black miners over wage negotiations.

Annual negotiations between the National Union of Mineworkers (NUM) and the Chamber, affecting about 500 000 black mineworkers, have run into dispute after only two days of talks.

The Chamber is also locked in a wage dispute with the white Council of Mining Unions (CMU), which has threatened a strike "at any moment".

NUM's demands included pay increases of between 40 and 55 percent, the abolition of deferred pay, danger pay, a halt to PAYE deductions from workers' pay packets from July 1 and reduced working hours.

The Chamber has proposed 12,5 percent increases for NUM members employed on collieries and between 12,5 and 17 percent for those employed on gold mines.

NUM could not be reached for comment today.

CMU, whose 25 500 members have already voted for strike action, has asked for a 20 percent pay rise against a Chamber offer of between 13 and 14 percent.

● The National Union of Mineworkers has received a bomb threat aimed at forcing it out of its temporary offices in Johannesburg, according to the Congress of SA Trade Unions general secretary, Mr Jay Naidoo. NUM moved into the offices after a bomb attack at their offices in Cosatu House two weeks ago.