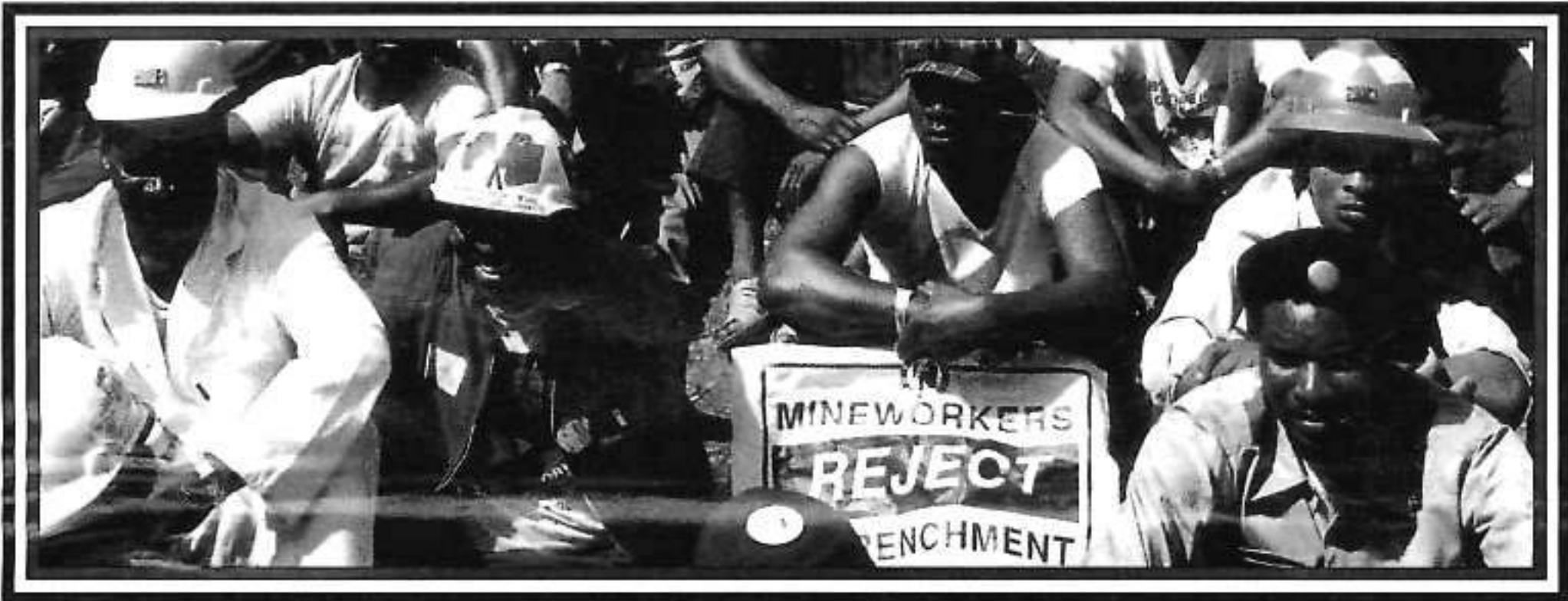


VICTORY FOR WORKERS IN S.A. — A CAMPAIGN STARTED BY NUM

NO TAX ON RETRENCHMENT PAY!



Mineworkers say no to retrenchments!

The government has announced that workers who get retrenched will not have to pay tax on their severance packages any more.

They made this announcement after two years of campaigning by the NUM.

The NUM first raised the demand for an end to tax on retrenchment pay in 1991 at the first meeting of the Mining Industry Summit. This was after many members had complained that the government was taking huge sums of money in tax off their retrenchment pay. This was very unfair, because many workers would not get new jobs for a long time. They needed this money to live on.

The Regional Committee in the Free State even went to see the Receiver of Revenue, along with mine management, to ask the government to stop "stealing" this money from retrenched

workers. The receiver refused — saying he was just following the law. So the NUM campaigned, through the Summit, to have the actual tax law changed.

The law has now been changed!

In terms of the changes in the law, the following conditions will apply:

- Workers who were retrenched after 1 March 1992 (last year) and who had tax deducted on their retrenchment packages, can get this money back from the government. (We will give the details of how in the next issue of **NUM News**).
- Workers who get retrenched from now on will not have tax deducted from their retrenchment pay.
- The retrenchment money will not be taxed unless it is over R30 000. If it is more than R30 000 some tax will be payable.

- The "no tax on retrenchment pay" rule applies to **ALL WORKERS**, not just members of NUM and not just mineworkers!

This is the first effort of practical use achieved by the Mining Summit — a forum in which the NUM and the other unions in the mining industry meet with the employers and the representatives of the government to discuss

important matters of common interest.

The NUM role was acknowledged for securing the change in the tax law by the Finance Minister, Derek Keys, when making the announcement during his budget speech in parliament on 17 March. The exemption will cost the government R100 million in the next year in lost taxes to the pockets of retrenchees.

Randfontein Mineworkers March to the Mine Time Offices

Thousands of mineworkers staged a massive protest march recently to JCI's Randfontein Estate Mine to protest repression and racism. This historic march was peaceful though mineworkers marched through the Conservative Party (CP) controlled residential areas to register their protest.

The demands were:

- Unconditional reinstatement of all unfairly dismissed workers including workers dismissed en masse on 28 May 1992
- Full recognition of NUM
- Dismantling of racial discrimination
- Victimising of NUM members must halt now
- Harassment and intimidation of NUM members by mine security must end immediately
- Minimum wage of R900 on lowest paid worker per month
- Introduce an efficient pay system immediately
- Premature discharge of injured workers from the hospital must stop
- Proper medical care for injured workers
- Stop arbitrary medical repatriation
- Immediate resignation of General Manager Mr. Fleetwood

A heavy contingent of police and armed soldiers joined UN observers, International Red Cross and Randfontein Peace Committee in maintaining a high profile. No incidents of violence were reported. The memorandum was handed over to management to respond within 14 days.



Leaders of NUM negotiations team at Chamber of Mines (from left to right): General Secretary Kgalema Motlanthe, Assistant General Secretary Marcel Golding and Dr Martin Nicol.