

UNITED FRONT OF BOSSES AND MINeworkERS AGAINST RACISM

NUM and Chamber of Mines (COM) have made joint proposals to the South African government aimed at abolishing racial discrimination embodied in current legislation governing medical examinations, certification standards and compensation for occupational diseases of mineworkers. In terms of the present racist legislation black miners receive less compensation for mining related diseases.

Whites suffering from silico-tuberculosis get a one lump sum of R57 972 whereas their black counterparts get a mere R5 626. For tuberculosis alone blacks receive only R1 119 whereas whites get R8 386 for the same disease.

For white miners medical examination is done by independent doctors at the MEDICAL BUREAU FOR OCCUPATIONAL DISEASES, whereas black mineworkers are examined by mine management appointed doctors who often do not have the necessary equipment to detect some diseases.

In an attempt to end this terrible legacy of apartheid, NUM and Chamber presented the following principles to be included in the new legislation:

1. GENERAL

1.1 The legislation should not discriminate on the basis of race or gender.

1.2 The standard of fitness requirements must be the same for all employees.

1.3 The procedural aspects of pre-employment, periodic and certification medical examinations must be the same for all employees.

1.4 There must be one uniform certificate of fitness for all employees and the certi-

cate must be appropriate for the proposed placement.

2. FUNCTIONS OF THE MEDICAL BUREAU OF OCCUPATIONAL DISEASES (MBOD)

2.1 It should determine minimum stan-

dards of fitness, protocols and procedural aspects of medical examinations.

2.2 It should monitor compliance with the requirements determined under 2.1 above.

2.3 It should determine the minimum criteria for fitness, certification and compensation.

2.4 It should conduct medical assessments for certification.

2.5 It should be responsible for certification of occupational diseases.

2.6 It should act as a body to which dissatisfied employees may appeal.

3. MEDICAL EXAMINATIONS

3.1 Pre-employment and periodic medical examinations should be decentralised.

3.2 As stated above, assessments for certification should be conducted by the MBOD.

4. COMPENSATION

4.1 Any proposed new system of compensation should be based on an actuarial report which must be made available to all interested parties.

4.2 Compensation shall preferably be by way of pensions and not lump sums.



Sefatsa Tsietsi - A former driller at Harmony Gold Mine for 17 years until retrenched after contracting a TB abscess. He was given only R2 000 compensation for the TB and R1 200 retrenchment pay to survive for the rest of his life.

NUM EXPELS "GANG OF 21"

NUM has expelled 21 members from Rustenburg Platinum Mines (RPM) for serious violation of discipline and the constitution.

The "gang of 21" all workers at Jabula shaft of RPM have been causing serious disruptions of the NUM activities in Rustenburg since 1990.

NUM attempted on several occasions to address their spurious grievances at local, regional and national levels without success.

The renegades forcefully closed the regional office of the Union in Rustenburg on three occasions causing severe organisational disruptions.

In their campaign to disorganise union activities the gang assaulted some of the union regional staff and threatened them with a firearm.

As a result, it became impossible for NUM to give effective service to its membership of 38 000 in the entire Rustenburg region.

It was after careful consideration that the National Executive Committee (NEC) of NUM took a decision that this group be expelled from the union with immediate effect.

The decision was communicated to the workers at a mass rally held in Phokeng township, attended by NUM leaders, James Motlatsi - President, Elijah Barayi - Vice President, Kgalema Motlanthe - General Secretary and Chris Hani - General Secretary of the South African Communist Party.

NAME COY. NO.

1. EZEKIEL MOGATSI
50235818
2. LEIGESJANE MAKULA
3. G. PUNGWANE
50209213
4. ELLIOT DLALA
5. JACKSON NDUNA
50203975
6. JAN KEHATE
7. M. MOTSOANE
50106600
8. VICTOR THORA
50385259
9. GEORGE THEGOHANE
10. S.V. THAMBE
50290649
11. S.H. MABASA
50274759
12. LENNOC KWANKU
13. DOUGLAS KHOUNASA
14. P. NJANA
50265598
15. DOUGLAS NKONJAMA
16. MISSIONARY MPHENI
50263285
17. ZWELAKHE ZONO
50261150
18. JERRY NTSATHA
50385690
19. CHRICIAN TYWALANA
50090917
20. LUNGISILE MBUNE
50269909
21. MAZINYO A

TENTH ANNIVERSARY OF THE NATIONAL UNION OF MINeworkERS

10 FIGHTING YEARS 1982-1992

The National Union of Mineworkers was born on December 4, 1982 in Klerksdorp to continue with the struggle for the rights of mineworkers.

Our solid foundation was laid in the 1930's when gallant fighters for the working masses formed the African Mine Workers' Union (AMWU).

When the mine bosses and the state brutally crushed the AMWU after the historic 1946 mineworkers strike they believed that mineworkers would never rise again to challenge oppression and exploitation. History proved them wrong with the formation of the NUM ten years ago. The struggle continues and we say no to:

- Poverty wages
- Compounds and hostels
- Migratory labour system
- Terrible health and safety standards
- Racial discrimination
- Job losses and dumping of workers
- Lack of social security
- Lack of freedom of speech
- Lack of freedom of association
- Lack of freedom of movement
- Lack of justice, peace and democracy

We salute all unsung heroes and heroines who perished whilst struggling against oppression and social enslavement.

Let all peace loving people of our country and Southern Africa join us in celebrating our tenth birthday by doubling our resolve to usher in a new democratic South Africa.