

NUM NEWS

NEWSLETTER OF THE NATIONAL UNION OF MINeworkERS

AUGUST/SEPTEMBER 1992



COAL WAGES DISPUTE SETTLED

The National Union of Mineworkers (NUM) and Chamber coal mines have settled the dispute over wages.

The settlement was reached after two meetings of a conciliation board.

The Chamber made a slight improvement on wage increases for settlement.

The wage settlement varies widely between the mining houses. Increases range from 7,5 percent to 15,1 percent.

Average wage increases are as follows:

Amcoal 13 percent
Trans-Natal: 12 percent
Douglas, Duiker: 11 percent
Goldfields: nine percent, and

JCI and Iscor's DNC: eight percent

Agreement was reached with all collieries to increase the bosses contributions to the provident fund by 1 percent and thus bring their total contributions to six percent.

Gold Fields will pay an extra one percent to the provident fund if workers also increase their contributions by one percent.

However GFSa will increase the holiday leave allowance by 2,5 percent.

New monthly minimum wages for black coal mineworkers range from R444 to R675.

The settlement affects nearly 88.000 workers.



Message from the heart: a worker at a report-back meeting expressing his feelings

Eskom negotiations reach deadlock

Wage negotiations between Eskom and unions have deadlocked as Eskom refuses to pay a living wage.

The Unions are demanding a guaranteed increase of 14,8 percent, while Eskom is offering 11 percent guaranteed minimum and 13 percent as a basic minimum.

The unions involved are: the National Union of Mineworkers (NUM), the National Union of Metalworkers of SA (NUMSA), and the Electrical Workers Union (EWU).

Presenting the low wage offer, an Eskom representative claimed that "our wages are far better than the average wages that are paid by other industries".

Eskom further argued that workers only need between

R800 and R1 000 per month to survive.

"These figures are in accordance with studies carried out by Unisa and the University of Port Elizabeth," the Eskom representative continued.

The unions rejected this argument. Rightly so, because these studies are not based on what the workers' needs are.

Their conclusions are based on racist prejudices. As most workers survive on the barest necessities, this is interpreted as normal.

No questions are asked about what do workers desire, but cannot afford because of the low wages they are paid.

An application for a conciliation board has been lodged, to try to resolve the dispute.

Workers make gains in RPM negotiations

The NUM has made substantial progress at this year's wage negotiations with Rustenburg Platinum Mines.

In a wage agreement signed on July 17 between the company and the NUM, important gains have been won on demands such as protective clothing, housing rent subsidy, shaft stewards training and paid leave for worker negotiators.

Wages

A minimum wage increase of R86 has been agreed to. A surface daily paid worker in job level 2 will now receive a minimum of R655 per month, from the old minimum of R569.

The highest increase is R236 per month for a job level 12 underground worker, who will now get R2 592.

Protective clothing

workers who require protective clothing for their work will be provided with free overalls and boots twice a year;

Housing rent subsidy

workers who live outside company premises will be paid an

additional R20 per month on the existing housing rent subsidy;

Shaft stewards training

shaft stewards are entitled to five days per annum to attend training on union courses. These days will be fully paid.

Negotiations leave

The company has agreed to pay shaft stewards who attend negotiations between the company and the union.

Other demands put by workers are still open for negotiation, and will be discussed outside of the wage negotiations forum.

These are:

- Hours of work;
- Running of hostels;
- Full-time shaft stewards;
- Arbitration procedures;
- After-hours training for workers;
- Safety training for shaft stewards and safety agreements; as well as
- Job security.

The implementation date for this agreement is July 1 this year.

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MASS ACTION BY ESKOM WORKERS ON JUNE 29 HAS FORCED THE BOSSES TO AGREE TO A 'SUMMIT' WITH UNIONS TO DISCUSS WORKERS INVOLVEMENT IN DECISION-MAKING STRUCTURES.

Ingxabano Kwimigodi Yamalahle Isonjululwe

Umbutho wabasebenzi mgodini i NUM kunye nemigodi yamalahle kwi Chamber of Mines bayisombulule ingxabano ngemivuzo emva kwentlanganiso ezimbini kwibhodi yoxolelanisa.

I Chamber yenze umnyakazo omncinci kulungiso lonyuso mvuzo.

Ukulungiswa komvuzo kwahluka ngokwemizi yemigodi ukusukela ku 7,5% uya ku 15,1 pesenti.

Umlinganiselo wokunyuswa komvuzo yi 13% e Amcoal, 12% e Trans Natal, 11% e Douglas nase Duiker, 9% e Gold Fields, yi 8% e JCI nase Durnacol.

Isivumelwano kufikelelwe

kuso yiyo yonke imigodi yamalahle ukuba kunyuswe igalelo labaqeshi kwi Provident Fund nge 1%, lonto inyuse igalelo liye kuma ku 6 %

I Gold Fields izokubhatala enye i 1% yokongezelela kwi Provident Fund ukuba nabo abasebenzi bazokufaka elabo igalelo le 1 pesenti.

Kwaye nethuba lekhefu linyusiwe nge 2,5%.

Umlinganiselo wemivuzo emitsha yenyanga kubasebenzi mgodini abamnyama isukela ku R444 iye ku R675.

Abasebenzi mgodini abagcaphazelekayo kolu lungiso lwemivuzo bangange 88 000.

Abasebenzi benze inzuzo kuthethwano e RPM

I NUM yenze inqhubela ebonakalayo kuthethathethwano lwemivuzo kulo nyaka e Rustenburg Platinum Mines.

Kwisivumelwano semivuzo esityikitywe ngo July 17 yinkampani kunye ne NUM, inzuzo ebalulekileyo iphunyelelwe kwimibango efana nempahla zokhuseleko, imali yoncedo kwirente yezindlu, uqeqesho lwama shaft steward, kunye nekhefu elibhatalayo kubasebenzi abazimase uthethwano.

Imivuzo

Ubuncinane bomvuzo bunyuswe nge R86 kwavunyelwana. Abasebenzi baphezu komgodi abarhola ngamalanga kuzinga lwesibini emsebenzini ngoku bazokufumana ubuncinane obuyo R655 ngenyanga, ukusuka kulamali endala bebeyifumana eyi R569.

Iyona mali ephlezulu ekunyuswe ngayo imivuzo yi R236 ngenyanga kwizinga 12 lomsebenzi kumsebenzi osebenza ngaphantsi emgodini, okungoku ozokufumana i R2 592.

Impahla zokhuseleko

Abasebenzi bafuna impahla zokhuseleko zomsebenzi bazokunikwa i ovarolo nama bhutsi mahala kabini ngonyaka.

Imali yoncedo kwirente yezindlu

Abasebenzi abahlala ngaphandle kwemida yenkampani bazokubhatalwa umongezelelo we R20 ngenyanga kubukho bemali yoncedo yerente yezindlu.

Uqeqesho lwama shaft steward

Ishaft stewards zivunyelwe amalanga amahlanu ngonyaka okuzimasa uqeqesho ngezifundo zombutho. Lamalanga azokubhatalwa ngokugcweleyo.

Ikhefu lothethathethwano

Inkampani ivumile ukubhatala amashaft steward azimase uthethathethwano phakathi kwenkampani kunye nombutho.

Iminye imibango ebekwe ngabasebenzi esavulelekile kuthethathethwano, kwaye kuzokuxoxwa ngayo ngaphandle kwentlanganiso yethethwano lwemivuzo.

Esisivumelwano sizokuqala ukusetyenziswa ngomhla 1 July kulo nyaka.

Luxingile uthethwano e Eskom

Uthethathethwano lwemivuzo phakathi kwe Eskom nemibutho yabasebenzi luxingile xa i Eskom isala ukubhatala abasebenzi umvuzo ophilisayo.

Imibutho yabasebenzi ibanga unyuso lomvuzo olwamkelekileyo i 14,8 pesenti, ngelithuba i Eskom ibanika i 11 pesenti ubuncinane ne 13 pesenti kubuncinane bomvuzo.

Imibutho ethathi inxaxheba yile: i National Union of Mineworkers (NUM), i National Union of Metalworkers of SA (NUMSA) kunye ne Electrical Workers Union (EWU).

Okwangoku abaqeshi banikeza umvuzo ophantsi, ummeli we Eskom uthe "imivuzo yethu ingcono kakhulu kunemivuzo ehlawulwa yeminye imizimveliso".

I Eskom iqhubeka ithi abasebenzi bafuna kuphela phakathi kwe R800 ne R1000 ngenyanga ukuze baphile.

Lamanani aqagamshelana nezifundo ezagqutywa yi UNISA kunye ne Dyunivesiti yase Port Elizabeth, siqhube satsho isithethi esimele i Eskom.

Imibutho iyikhabile lentetho kuba ezi zifundo azigxilanga kwimifundo zabasebenzi.

Bagqibezela ngokugxininisa kwicala localucalulo. Njengoko abasebenzi abaninzi bephila kwintlalo embi, lento ichazwa njengempilo.

Ayikho imibuzo eyabuzwayo ngokuthi yintoni efunwa ngabasebenzi, kodwa abangenakho akuzihlangabeza ngenxa yemivuzo ephantsi abayibhatalwayo.

Isicelo sesifakiwe kwi Conciliation Board ukuzama ukusombulula lengxaki.

I NUM imisele ingxabano ne Gold Fields

I NUM imisele ingxabano kwimigodi yeGold Fields of SA (GFSA) ngokungavumi kwayo ukunyusa imali ye Mineworkers Provident Fund.

I NUM izamile ukuthetha ne GFSA ukuba kufakelwe enye i 1% yokongeza kwimali ye Provident Fund, kodwa ayaphumelela.

Bangange 8 000 abasebenzi abachaphazelekayo kule ngxabano.

Kodwa ngelithuba imbonakalo yokulungiswa kwemivuzo ka 1992 ifikelele esiphelweni namanye amalungu e Chamber, ngaphandle kwe GFSA.

Ukwabiwa kwenzuzo

Imivuzo ephantsi efakelweyo iqala ku R29 ukuya ku R92 kumvuzo wenyanga, izokuxokonyezelwa ngolwabelwano lwemveliso kweminye imizi yemigodi. Ukunyuswa kwemivuzo yenyanga iqalela ku 6 ukuya ku 8,9% (pesenti).

Yonke imizi yemigodi izimisele ngokwabelana ngenzuzo nabasebenzi ngaphandle kwe GFSA ne Anglovaal, zona zinika i 6% kuphela yokunyusa imivuzo.

Ezimayini zilandelayo zizimisele ukuthatha inxaxheba kulabelwano lwemveliso, i Freegold, Vaal Reefs, Western Deep Levels, Elandsrand, Salties, Blyvoor, Harmony, Buffelsfontein, Beatrix, St Helena, Unisel, Kinross, Winkelhaak, Grootvlei kunye ne Marlevale.

I JCI ayizimisela ngokwabelana ngemveliso kunye ne NUM. Kunalanto i JCI ifuna ukuqhubeka ne bonus ekwathethathethwene ngayo kuthethathethwano lonyaka ophelileyo.

Amalungu e NUM alukhaba oluhlelo kwintlanganiso yeKomiti ePhezulu eyayibanjwe e Rhawutini ku Janiwari walo nyaka.

Uthethathethwano lusaqhubeka e Harmony, eBlyvoor nase sibhedlele sase Sir Albert Robinson ngokwehlukana kokunyuswa komvuzo.

Unyuso mali laswe Harmony yi R30 kuwo onke amazinga ngelithuba i Blyvoor ne Sir Albert Robinson Hospital zinikeza ngobuncinane bukunyusa obuyi R25 ne R35 bukunyusa umvuzo ngokulandelelana.

Qabang Lipakeng Tsa Merafo Ea Mashala E Fihletse Tharollo

Tharollo lipakeng tsa Chamber of Mines le National Union of Mineworkers e fihletsoe kamorao ho likopano tse peli tse neng li le bo-okameling be lefapha le sa nkeng lehlakore.

Chamber e ile ea ntlafatsa meputso hanyenyane merafong ea mashala bore ebe tharollo e fihletsoe.

Tumellano ea meputso e fapana ho ea ka mining houses "me e lipakeng tsa lipesente tse 7,5 le 15,11.

Merafong ea Amcoal kakaretso ea meputso ebile liperesente tse 15, Trans-Natal ea eba tse leshome le metso e meli, Douglas le Duiker ebile tse leshome le motso o mong.

Goldfields ea eba tse robong ha JCI le Iscor NDC ebile tse

robell.

Ho fihletsoe tumellano ea hore boakamedi merafong ea mashala ba tla etsa keketo ea 1% letloleng la basebetsi be merafo, me hono ho bolela hore kakaretso eo batla e ntsang e tla ba liperesente tse tseletseng.

Goldfields eona etla ntsa peresente (1%) ha fela basebetsi le bona ba ka eketsa peresente (1%) letloleng. Leha hole joalo Goldfields e tla eketsa moputso oa holiday leave allowance ka liperesente tse peli le holofo, (2,5%).

Meputso e mecha ea basebetsi ba batso ba merafo ea mashala e lipakeng tse seng ka tlase ko R444.00 le R675.00.

Basebetsi ba ka bang 88 000 ba anngoe ke tumellano ena.



Molaetsa o tswang pelong: mosebetsi kopanong eo ho neng ho fanwa ka pehelo ho yona, o hlahisa maikutlo a hae.

Ditherisano tsa Eskom di hloleha ho tswela pele

Ditherisano tsa meputso mahareng a Eskom le mekgatlo ya basebetsi di hloleha ho tswela pele hobane Eskom e hana ho lefa moputso o lekaneng bakeng sa bophelo.

Mekgatlo ya basebetsi e batla tiisetso ya kekeletso ya dipersente tse 14,8, ha Eskom yona e fana ka tiisetso ya bonyane dipersente tse 11 le dipersente tse 13 moputsong o tshwanang ho fumanwa ke basebetsi bohle.

Mekgatlo ya basebetsi e amehang ke ena: National Union of Mineworkers (NUM), National Union of Metalworkers of SA (NUMSA) le Electrical Workers Union (EWU).

Ha a fana ka moputso ona o tlase, moemedi wa Eskom o itse: "meputso ya rona e metle haholo ha e bapiswa le meputso e lefuwang ke di intasteri tse ding".

Eskom e boela e bolela hore basebetsi ba hloka feela tjelete e mahareng a R800 le R1000 bakeng sa ho iphedisa. "Dipalo tsena di hlahisitswe kamora dipatlisiso tse ileng tsa etswa ke University ya Afrika Borwa (UNISA) le University ya Port Elizabeth", ho tswela pele moemedi wa Eskom.

Mekgatlo ya basebetsi e hanane le sena se boletsweng. Yona e re dipatlisiso tsena ha di a thehwa hodima dithahasello tsa basebetsi. Diphetho tsa tsona di hlahisitswe ka kgetholo ya mmala.

Jwalo ka ha basebetsi ba bangata ba kgona ho iphedisa ka dintho tseo ba di fumanang ka thata, hona ho bonwa e le ntho e nepahetseng.

Basebetsi ha ba botswe dipotso ka tseo ba di lakatsang, tseo ba sa kgoneng ho di fumana ka baka la meputso e tlase eo ba lefuwang yona.

Lengolo la kopo bakeng sa ho hlongwa ha lekgotla la poelano le se le hlahisitswe bakeng sa ho rarolla ditsekisano.

Katleho ea basebetsi ditherisanong le RPM

NUM e bile le tswellopele ditherisanong tsa meputso selemong sena le Rustenburg Platinum Mines.

Tumellanong ya meputso e saennweng mahareng a khampani le NUM ka la 17 Phupu, ho bile le katleho tsa bohlokwa tse tshwanang le ho batla diaparo tsa ho itshireletsa, thuso ea rente tsa matlo, thupello ya di shaft stewards le ho lefa basebetsi ba ileng ditherisanong.

Meputso

Ho dumellanwe ka kekeletso ya moputso ea bonyane R86. Mosebetsi ea leng mokatong wa (2) jwale o tla fumana bonyane R655 ka kgwedi, ho ena le R569 eo a neng a e fumana kgale. Kekeletso e hodimo ka ho fetisisa ke ea R236 ka kgwedi bakeng sa mosebetsi ea sebetsang ka tlase mokoting, e leng mokatong wa (12), mme yena o tla fumana R2 592.

Diaparo tsa mosebetsi

basebetsi ba hlokanng diaparo tsa ho itshireletsa mosebetsing oa bona ba tla fuwa diobarolo le dieta habedi ka selemo, kantie ho tefo.

Tseetso matlong a bolulo

basebetsi ba dulang kantie matlong ao e seng a khampani, ba tla lefshwa R20 e nngwe ka

hodimo ha tjelete eo ba e fumanang bakeng sa ho thuswa ho lefa rente ya matlo ao ba dulang ho ona.

Di Shaft stewards

di shaft stewards di tla fuwa matsatsi a mahlano ka selemo ho ya rupellwa ka dithuto tsa mokgatlo wa basebetsi. Matsatsi ana a tla lefella ka botlalo.

Phomolo ea ho ea lipuisanong

Khampani e dumetse ho lefa di shaft stewards tse tla ba siyo mosebetsing ka nako ya ditherisano mahareng a khampani le mokgatlo wa basebetsi.

Tse ding tseo basebetsi ba di batlang ho sa ntsane ho ka rerisanwa ka tsona, mme ho ka buisanwa ka tsona kantie ha foramo ya ditherisano tsa meputso.

Tsona ke tsena:

- Dihora tsa ho sebetsa;
- Ho tshwarwa ha dihostele;
- Di shaft stewards tsa nako e tletseng;
- Tsamaiso tsa dikahlolo;
- Ho rupellwa ha basebetsi kamora nako ya ho sebetsa;
- Ho rupellwa ha di shaft stewards ka polokeho le ka ditumellano tsa polokeho;
- Polokeho ea mosebetsi.

Tumellano ena e tla kengwa tshebetsong ka la 1 Phupu selemong sena.

NUM declares dispute with Gold Fields of SA

The NUM has declared a dispute with Gold Fields of South Africa (GfSA) over its refusal to increase its contribution to the Mineworkers Provident Fund.

The NUM tried to persuade GfSA to make an extra one percent contribution to the Provident Fund, but without success.

About 80 000 workers are affected by the dispute.

Meanwhile a framework for a settlement of increases for 1992 has been reached with all Chamber gold mines, except GfSA.

Profit sharing

Low increases are offered

ranging from R29 to R92 on basic monthly wage, to be supplemented by a share of profits from some mines. Basic wage increases range from 6 to 8,9 percent.

With the exception of GfSA and Anglo Vaal, the following mines are prepared to participate in the profit sharing scheme: Freegold, Vaal Reefs, Western Deep Levels, Elandsrand, Salties, Blyvoor, Harmony, Buffelsfontein, Beatrix, St Helena, Unisel, Kinross, Winkelhaak, Grootvlei and Marievale.

JCI is not prepared to negotiate any profit sharing scheme with the NUM. Instead JCI

wants to continue with the discredited performance bonus scheme negotiated at last year's wage negotiations.

NUM members subsequently rejected this kind of scheme at the union's Central Committee meeting held in January this year.

Negotiations are still in progress at Harmony, Blyvoor and Sir Albert Robinson hospital with differing wage offers.

Harmony's increase is R30 for all grades, while Blyvoor is offering R25 and Sir Albert Robinson Hospital is offering a minimum increase of R35.

COMMENT

The bosses have declared an open war on workers by offering low wage increases.

Since last year mining bosses showed that they were no longer prepared to accept NUM wage demands.

The situation has been critical for some gold mines due to economic conditions.

Bosses took advantage of this situation to start a vicious attack on workers standards of life by making wage increases of 5 - 6 percent.

Wage increases of R45.00 for workers who earn R750.00 per month mean nothing but death through starvation.

This year, the war has been intensified as all mines and Eskom are committed to make huge profits by suppressing workers' wages even further.

While the bosses force starvation wages down the workers throats nothing is done to save jobs.

The loss of thousands of jobs in mining and Eskom have become commonplace. Retrenched workers are dumped in rural areas where they have to face starvation.

With the bosses stubbornly refusing to sign a national agreement with NUM to deal with the disease of redundancy, the situation becomes one of hopelessness.

It is a general rule for the bosses to save their industries by cutting down on workers wages and re-trench workers.

The bosses are applying this rule ruthlessly. Wage negotiations with NUM are turned into a public relations exercise as fixed and rigid positions dominate.

The arrogance of mining houses where workers are not well organised becomes even more glaring.

The time has come for workers to stand up and fight for a living wage and job security.

The first priority is the unity of all mineworkers and energy workers under NUM. The might of the bosses lies in unity in exploiting workers regardless of national or ethnic origins. For the bosses to go unchallenged they need a divided workforce.

The parasites in our midst must be made to realise that NUM members are no longer prepared to fight for the blood suckers.

Those who reap where they have not sown must be made to realise they can not get from NUM members free what they do not get free from the bosses. **FREE-RIDING MUST BE STOPPED NOW!**

Each mineworker must be an organiser of NUM. Organised workers can never be defeated.

Let us double our efforts to carry on with demands for a living wage and democracy. The current battles we are waging in various forms - mass protest marches, sit-ins, go-slows, defiance of racial discrimination, etc, have to be properly coordinated into a major battle to end poverty wages and repression by the bosses.

The Chamber gives in to non-economic demands

Agreement between the Chamber of Mines and the National Union of Mineworkers on non-economic issues was reached during the current wage negotiations.

These agreements are as follows:

- * The number of days of paid leave for shaft stewards to attend NUM training courses have been increased from four to five days per year.
- * The Chamber has agreed to pay lost shifts for comrades who attend wage negotiations.
- * The NUM will be given representation on the board of directors of the Rand Mutual Assurance Company, the company that pays benefits to injured workers and their families. NUM representation will allow us to force the mining industry to address problems around compensation.
- * The Chamber (except for Gold Fields) has agreed to pay the full cost of the increased premiums of the mineworkers Assurance and Benefits Scheme. The scheme was set up to pay for death and funeral benefits.
- * The Chamber has agreed to talk to the NUM about providing health care for the families of black workers.
- * The Chamber has agreed to make a joint approach to the government to amend the law on occupational diseases in mines to pay the same compensation to blacks and whites.
- * A charter of rights for disabled and injured workers and a "Medical Separation Agreement" to provide for workers who cannot work because of disease or injury is being finalised.

Millions of workers stayaway

More than four million workers stayed away from work on August 3 and 4, in support of the call by the ANC/SACP/COSATU alliance.

Although many bosses vowed not to pay workers who stay away, workers sacrificed their wages to show their support

for the removal from power of de Klerk's corrupt regime, and be replaced by a government that is committed to peace and democracy.

Major demands during the stayaway were the establishment of an interim government and an end to violence.

No agreement on full-time shaft stewards

A number of issues still remain unresolved in this year's wage negotiations between the Chamber of Mines and the NUM.

Some of these issues are:

* **Full-time shaft stewards:** the Chamber still says this is a mine-level issue, but has adopted an industry-wide policy to encourage mines to agree to full-time shaft stewards.

* **Arbitration on dismissal cases** the Chamber has refused to negotiate a national agreement on this issue, but will encourage mines to enter into such agreements with the NUM.

* **The Agency shop** the Chamber is against the idea of non-members paying a certain amount to the NUM for benefits enjoyed out of negotiations conducted by the union.

Only Harmony and Anglo American are prepared to have discussions on this issue.

Their proposal is for non-members to contribute one percent of their pay to a "Collective Bargaining Fund" or an "Industrial Relations Fund" every month.

Some of the money will come to the NUM. The rest will be spent on matters such as training in industrial relations, mediation expenses, etc.

Umzabalazo wabasebenzi mgodini

Abasebenzi mgodini bagqibe ngokuba bazikhulule kwiminyaka engaphezu kwekhulu yengcinezelo ezisagqubela phambili njengokuba imizimveliso igutyungelwe lizila lentsukumo yeninzi.

Umzabalazo wokulwa nemivuzo elambisayo kunye nengcinezelo yabasebenzi ezimayini ukhuthazwe luhlelo lwentshukumo yesizwe elwenziwe zintlangano zenkululeko ezilwela ukususwa korhulumente wocalucalulo emandleni.

Sukela ekuqaleni kuka Meyi, bangaphezu kuka 150000 abasebenzi abacele umgeni kwingcinezelo nempatho yabaqeshi ngokuthatha indlela ezohlukeneyo zentshukumo, ukuhlala phantsi emgodini, ukuhambisa kancinci umsebezi ngokuqanqalaza.

Abasebenzi base Eskom bazimanye namaqabane abo ezimayini ngokuthatha intshukumo yokukhalaza ngomhla we 29 Juni enyanzelise abaqeshi ukuba bame ngenqhubo yabo yokwakha ngokutsha imizimveliso into leyo ekhokelela ekulahlekeni kwemisebenzi emininzi.

Imbhali yedabi sukela ngo Meyi

23 Meyi

Amawaka alishumi abasebenzi mgodini kwimayini ze Gold Fields ne JCI benze umngcelele eRhawutini beyokunikezela ngoluhlu lwemibango yabo koondlunkulu balemizi mibini yemigodi. Usosiba Jikelele wamaKomanisi e Mzantsi Afrika, uqabane Chris Hani ubengomnye ababekhokele umngcelele. Kwintetho yakhe uvakalise inkxaso yamaKomanisi kwimibango yabasebenzi mgodini.

5 June

Bangange 20000 abasebenzi mgodini e Vaal Reefs Gold Mines abenza umngcelele wabo besiya kwii ofisi zabaqeshi besisa imibango yabo.

Kwimibango yabasebenzi kukho umbango ofuna kupheliswe umkhosi wabucala emayini, isivumelwano se NUM kuzo zonke imayini, kupheliswe umdilizo, kujikwe amahositela abe yimizi yokuhlala iintsapho, kupheliswe ucalucalulo, kuyekwe ukuhlaselwa umbutho kunye nokumiselwa koRhulumente Wethutyana.

13 June

Abasebenzi mgodini abangange 3 000 kwimayini i Hartbeesfontein benze

umngcelele e Rhawutini bezo kunikeza uluhlu lwemibango enxulumene neemeko zokusebenza. iHartebeesfontein yaziwa ngokungayifuni imigcimi yombutho.

Amalungu e NUM agqugquzela abasebenzi baze abaphathi bacothisise okanye bazikrazule ifomu zamalungu amatsha.

Eyona mibango yile:

- * isivumelwano esipheleleyo, se NUM kuzo zonke izigaba zomsebenzi;

- * inqhubo eyiyo nekhawulezayo yokusetyenzwa kwe stop order forms;

- * kupheliswe ngokukhawuleza ukufunyanwa nabasebenzi mgodini ngomantshingilane basemayini;

- * ukutya okulungileyo nokusemgagathweni ofanelekleyo.

17 June

Bangange 20 000 abasebenzi mgodini abaqeshwe yi Anglo American's Gold Mines e Carletonville bebenomngcelele nge 17 June.

I NUM igqugquzele lo mngcelele ngokudibanisa abasebenzi mgodini base Elandsrand nase Western Deep Levels kwingqubo ehlangeneyo lentshumo yeninzi yokutshutshisa abaqeshi bemayini bakhulule imayini kwaye bahlawule imivuzo ephilisayo.

Umngcelele usuke e Western Deep Levels No.9 shaft isiya e ofisi labaphathi bemayini e No.3 shaft ikhokelwe nguSekela Mongameli we NUM uqabane Elijah Barayi.

Izithunywa ze NUM zihlangene nabaphathi bemayini ebohlukeneyo bona bathembisa ngempendulo ekhawulezileyo kwimibango yabasebenzi mgodini.

19 June

Abasebenzi mgodini abangaphezu kwe 6000 base President Steyn benze umngcelele ngomhla bebanga umvuzo ophilisayo.

24 June

Imayini yegolide i Harmony e Orange Free State engcwele abasebenzi mgodini abayi 10 000 babanga imeko ezingcono zokusebenza kwaye kupheliswe nomdilizo ogqubekayo. Abasebenzi mgodini abayi 6000 bayadlilzwa.

25 June

Bangange 7500 abasebenzi mgodini e Anglo's Free State Saaiplaas kwimayini yegolide ababebambe umngcelele wokukhalaza kwihostela zabo besiya kuma ofisi abaphathi bemayini ukuyo kunikezela uxhwembu lemibango yabo.

Imibango yabasebenzi mgodini kukuphuculwa kweemeko

uMotlatsi udibana noMongameli wase Cuba uFidel Castro



Kutyelelo lamvanje e Cuba zizithunywa ze National Union of Mineworkers, u Fidel Castro uzamkele ngokwakhe kwelo lizwe. Izithunywa ze NUM beziyokuvuyisana nelanga labasebenzi i May Day kwidolophu enkulu yelo lizwe i Havana. Babangaphezulu kwisigidi abantu ababezimase lomcimbi.

U James Motlatsi esimbona ebemba isandla kwinkokheli yase Cuba. I NUM ithumele inani labasebenzi e Cuba ukuyo kuqeqeshelwa umsebenzi ofana nenjineli (engineering) kangangethuba leminyaka esixhenxe.



Umngcelele: abasebenzi mgodini ezitaladwini zase Rhawutini.

zokusebenza ngokubanzi kunye nemivuzo ephilisayo.

29 June

Abasebenzi mgodini e Freddie's Mine e OFS babambe umngcelele ngobuninzi babo bedlulisa uxhwembu lezikhalazo kubaphathi bemayini.

Abasebenzi babanga ukuphuculwa kwemivuzo kunye neemeko ezingcono zokusebenza. Abasebenzi mgodini abayi 7000 bathathe inxaxheba kulo mngcelele wokulwa nemivuzo elambisayo kunye neemeko ezimbi ekusetyenzwa phantsi kwazo.

29 June

Abasebenzi mgodini kwimayini ye Anglo's Free State Geduld baphume ngobuninzi babo bebonakalisa ukunganeliseki yimivuzo yentlupheko kunye neemeko ezimbi zokusebenza.

Umboniso wokukhalaza uphele usungu mngcelele laza uxwebhu lwezikhhalazo ladluliselwa kubaqeshi bemayini. Bangange 9000 abasebenzi abathathe inxaxheba kolo qanqalazo.

29 June

Abasebenzi bakwa Eskom abayi 3000 benze umngcelele oya kwi ofisi ezinkulu zale nkampani e Megawatt Park e Sandtown,

beyokubanga ukumiswa kokwakhiwa ngokutsha esekudle amawakawaka emisebenzi.

Abasebenzi bebehleli ngaphakathi kwemida yenkampani ngelithuba izithunywa ezivela kwi National Union of Mineworkers (NUM), nakwi National Union of Metalworkers of SA (NUMSA) kunye ne Electricity Workers Union (EWU) bethethathethana nabaqeshi be Eskom.

Imibango ibiyi le:

- * iEskom mayiqumamise inqhubo egqubekayo yokwakha ngokutsha;

- * Zonke izikweletu zombane okanye ugesi zinqunyayiswe;

- * Inqubo yokwakha ngokutsha mayidluliselwe yintlanganiso yabantu ngokubanzi;

- * iEskom angagqubeki nayo neyiphina inqubo yabucala kunye nenqubo yokwenza imida yabucala.

30 June

Imayini yegolide i Anglo Western Holding ibethwe kanobomi liliza loqanqalazo (mass action) njengokuba abasebenzi mgodini abayi 13000 besenza umngcelele oya kwi ofisi zabaqeshi ukuyo kudlulisa uxwebhu lemibango. Imibango ibichaphazela imivuzo epehuzulu kunye neemeko zokusebenza.

NUM e phatlalatsa tsekisano le Gold Fields of SA

National Union of Mineworkers e phatlaladitse tsekisano le Gold Fields of South Africa (GfSA) hobane e hane ho eketsa kabelo ya yona ya Provident Fund.

NUM e lekile ho kgodisa GfSA hore e eketse kabelo ya yona ya Provident Fund ka persente e le nngwe, empa ha ea atleha.

Ke basebetsi ba ka bang 80 000 ba angwang ke tsekisano ena.

Leha ho le jwalo, mekgwa e ka latelwang bakeng sa ho rarolla dikeketso bakeng sa selemo sa 1992 e ile ya fihlellwa le di Chamber tsa

merafoya gauta tsohle, kantle ha GfSA.

Ho arolelana diphaello tsa tjhelete

Ho fanwe ka dikeketso tse tlase tse tlohang ho R29 ho ya ho R92 ho meputso e tshwanelwang ho fumanwa ke basebetsi bohle, mme tsona di tla tlatselletswa ke karolo ya diphaello tsa tjhelete tse tswang merafong e meng.

Di keketso tsa meputso tse amang basebetsi bohle di fapana ho tloha ho dipersente tse 6 ho ya ho tse 8,9.

Kantle ha GfSA le Anglo Vaal, merafo e latelang e ikemiseditse ho nka karolo

tshebetsong ya ho arolelana diphaello tsa ditjhelete: Freegold, Vaal Reefs, Western Deep Levels, Elandsrand, Salties, Blyvoor, Harmony, Buffelsfontein, Beatrix, St Helena, Unisel, Kinross, Winkelhaak, Grootvlei le Marievale.

JCI ha e a ikemisetsa le letho ho rerisana ka tshebetso ya ho arolelana diphaello dife kapa dife tsa tjhelete le NUM.

JCI e batla ho tswellapele ka tshebetso e sa kang ya amohelwa ya dibonase tse fumanwang ka ho ya kamoo o sebetsang kateng, eo ho ileng ha buisanwa ka yona ditherisanong tsa meputso

selemong se fetileng.

Ditho tsa NUM le tsona hape di ile tsa hanela mofuta ona wa tshebetso kopanong ya Komiti e Akaretsang ya mokgatlo, e neng e tshwerwe ka Pherekong selemong sena.

Ditherisano di ntse di tswellapele Harmony, Blyvoor le Sir Albert Robinson Hospital, mme moputso oo ho fanwang ka ona o a fapana.

Kekeletso ya Harmony ke R30 bakeng sa dihlopha tsohle, ha Blyvoor yona e fana ka R25 mme Sir Albert Robinson Hospital e fana ka kekeletso ya bonyane R35.

Chamber e dumellane feela ka tse batluwang tseo e seng tsa ikonomi

Tumellano mahareng a Chamber of Mines le NUM e ile ya fihlelwa ditabeng tseo e seng tsa ikonomi, ditherisanong tsa ha jwale tsa meputso.

Ditumellano tsena ke tse latelang:

- * Palo ya matsatsi a lefellowang di shaft stewards ha di ile thupelong ya NUM e ekeditse ho tswa ho nne ho ba hlano ka selemo.

- * Chamber e dumetse ho lefa bakeng la shifts tse sa sebeletswang ha di "comrades" di ile ditherisanong tsa meputso.

- * NUM e tla ba le baemedi Lekgotleng la balaodi la Rand Mutual Assurance Company, khampani e lefang basebetsi ba tswileng kotsi le malapa a bona.

- * Chamber e dumetse ho lefa ka botlalo ditjhelete tsa basebetsi ba merafong tsa boitshetso bakeng sa ho lefella dithuso tsa mafu.

- * Chamber e dumetse ho bua le NUM ka ho fana ka paballo ya tsa bophelo bakeng sa malapa a basebetsi.

- * Chamber e dumetse hore ho be le tsela e ka kopanelwang ya ho bua le mmuso hore o fetole molao o mabapi le mahloko a hlahang ka baka la maemo a leng merafong, mme basebetsi ba batsho le ba basweu ba lefuwe ka ho lekana.

- * Lengolo le phatlalatsang ditokelo tsa basebetsi ba seng ba sa kgone ho sebetsa, le ba tswileng dikotsi, le tumellano ya "Medical Separation Agreement" e tla baballa basebetsi ba seng ba kgone ho sebetsa ka baka la mahloko kapa dikotsi tseo ba di fumaneng merafong.

Ha ho na tumellano e fihletsweng ka di shaft stewards tse tla sebetsa nako e tletseng. Ho na le dintho tse ngata tse eso ka di rarollwa ditherisanong selemong sena mahareng a Chamber le NUM.

Tse ding tsa tsona ke tsena:

- * Di shaft stewards tsa nako e tletseng: Chamber e ntse e phehelletse ho re ena ke taba e amanang le merafo feela, empa e amohetse leano la di intasteri ka bophara la ho kgothaletsa merafo ho kena ditumellanong tse jwalo le NUM.

- * Kahlolo e mabapi le ho tebelwa mosebetsing Chamber e hane ho rerisana ka tumellano tabeng ena, empa e tla kgothaletsa merafo ho kena ditumellanong tse jwalo le NUM.

- * Ho lefella tshebetso tse fumanwang ke bao e seng ditho tsa mokgatlo: Chamber e kgahlanong le mohopolo wa hore bao e seng ditho tsa mokgatlo ba lefe tjhelete e itseng ho NUM bakeng sa melemo eo ba e fumanang kamora ditumellano tseo e bang le tsona le mokgatlo wa basebetsi. Ke Harmony le Anglo American tse ikemiseditseng ho ba le ditherisano ka taba ena. Ba hlahisa hore bao e seng ditho tsa mokgatlo ba ntshe persente e le nngwe feela e tla kena letloleng la ditjhelete la "Collective Bargaining Fund" kapa la "Industrial Relations Fund" ka kgwedi. e nngwe ya tjhelete e tla ya ho NUM. E setseng e tla sebediswa ditabeng tse tshwanang le ditshenyehelo tsa ho rupella ka kamano ya basebetsi le boramesebetsi le tsa puello (mediation).

Dikananelo

Ho totobetse hore boramesebetsi ba qadile ntwaga kahlanong le basebetsi ka ho fana ka kekeletso tse nyenyane tsa meputso. Ho tloha selemong se fetileng boramesebetsi ba merafo ba bontshitse hore ha ba sa ikemiseditse ho amohela dikopo tsa NUM tse mabapi le meputso.

Maemo a hloabaetsa merafong e mengya gauta haholo-holo ka baka la maemo ana a sa kgahlang a ikonomi. Boramesebetsi ba fumanane monyetla ka maemo ana bakeng sa ho qala tlhaselo e mpe haholo maemong a tsa bophelo a basebetsi ka ho fana ka dikeketso tsa dipersente tse hlano ho isa ho tse tshelatseng.

Kekeletso ya moputso ya R45.00 bakeng sa basebetsi ba fumanang R750.00 ka kgwedi ha e etse letho haese ho lefu le ka bakwang ke tlala feela.

Selemong sena, ntwaga e bakilwe hore e be thata le ho feta hobane merafo yohle le Eskom di ikemiseditse ho etsa diphaello tsa ditjhelete tse hodimo ka ho hatella meputso ya basebetsi tlase le ho feta.

Jwalo ka ha boramesebetsi ba ntse ba phehelletse ka ho neha basebetsi meputso e tlase e bakang tlala, ka nqenge nngwe ha ho letho le etsuwang bakeng sa ho ka pholosa mesebetsi. Ho lahlehelwa ke mesebetsi ha diketekete merafong le Eskom e se e le ntho e atileng. Basebetsi ba ntshitsweng mesebetsing ba iswa mahae moo ba ilo tobana le tlala.

Boramesebetsi ka ho pheha kgang ya ho hana ho saena tumellano ya botjhaba le NUM, ya ho sebetsana le ho lahlehelwa ke mesebetsi hona ho iphetaphetang, ba tla etsa hore re fellwe ke tshepo.

Boramesebetsi ba sebedisa molao o akaretsang wa ho pholosa di intasteri tsa bona ka ho fokotsa meputso ya basebetsi le ho tebela ba bang.

Boramesebetsi ba sebedisa molao ona ka mokgwa o hlokanang mohau.

Ba fetotse ditherisano tsa meputso le NUM ho ba thupeloya kamano mahareng a basebetsi le boramesebetsi hobane seo bona ba dumelang ho sona ke sona se bang ka hodimo ho tsohle. Merafong eo ho nang le basebetsi ba se nang tsebo mme ba sa hlophiswang ka nepahalo, ho tshabeha le ho feta.

Nako e fihlelwa hore basebetsi ba eme ka maoto mme ba lwanele meputso e lekaneng bakeng sa bophelo le polokeho ya mesebetsi.

Ntho ya pele e tshwanelwang ho etsuwa ke ya ho kopariya basebetsi ba merafong le ba energy tlasa NUM. Bophahamo ba boramesebetsi bo matleng a ho kopana mme ba tshware basebetsi hampe, ho sa kgathalehe hore ba tswa merabeng efe.

Ntho e tla pholosa boramesebetsi ke ha feela basebetsi ba arohane. Bao ba leng hara rona, ba phelang ka rona, bao ba e seng ditho tsa mokgatlo ba tshwanelwa ho hlokomediswa hore ditho tsa NUM ha di sa ikemiseditse ho lwanela dinwamadl.

Bao ba kotulang seo ba sa selemang, ba tshwanelwa ho hlokomediswa hore ba ke ke ba pheta ba fumana seo ba sa se sebeletsang ho NUM jwalo ka ha ba sa fumanane letho leo ba sa le sebeletsang ho boramesebetsi. HO FUMANA DINTHO TSEO O SA DI SEBELETSANG HO TSHWANELA HO FELA HONA JWALE! Mosebetsi e mong le e mong wa NUM o tshwanela ho ba mohlophisi wa NUM.

Basebetsi ba hlophilweng hantle ba ke ke ba hlolwa. Ha re phetapheteng matla a rona habedi ho tswellapele ka ho batla meputso e lekaneng bakeng sa bophelo le demokerasi.

Dintwa tseo re tshwarahaneng le tsona ka mefuta e fapaneng e jwalo ka dimatjhe tsa bolpelaetso tsa matshweletshwele, di'sit-ins', ho tsamaya butle, phephetso tsa kgetholo ya mmala, jwalo-jwalo, di tshwanelwa ho hokahangwa ka nepahalo hore di be ntwaga e le nngwe e kgolo ya ho qeta meputso e bakang tlala le kgetholo ho tswa ho boramesebetsi.

MINERS TAKE TO THE STREETS

Since the beginning of May, hundreds of thousands of mineworkers have embarked on a wave of mass action in support of a living wage, an end to repression and a general improvement in working conditions.

More than 150 000 workers have challenged the bosses' oppression and domination by staging protest marches, underground sit-ins, go-slows and strikes.

Eskom workers also staged a national protest action on June 29. This action forced the bosses to stop their programme of restructuring the industry which have resulted in heavy job losses (see story on page 8).

Chronology of protest actions

May 23

* Ten thousand workers from Gold Fields and JCI mines marched in Johannesburg to present demands at head offices of the two mining houses.

SACP General Secretary Chris Hanl, was amongst those who led the march and pledged SACP support to the demands of mineworkers.

June 5

* About 20 000 workers at Anglo American Corporation's Vaal Reefs mines marched to the bosses' offices to present demands.

Demands included the abolition of the mines' private army, recognition of NUM by mines, declaration of a moratorium on retrenchments, turning hostels into family homes, removal of racial discrimination, an end to union bashing and the installation of an Interim Government.



Show of force: mineworkers out in the streets of Johannesburg.

June 13

* 3000 Anglo-Vaal's Haartebeesfontein workers marched in Johannesburg to present demands to improve conditions of employment.

Hartebeesfontein Gold Mine is known for its anti-union activities. NUM members have been organising workers with management always delaying or destroying new membership forms due for processing. This tactic has made it difficult for NUM to gain recognition.

The 19 000-strong workforce support NUM, while bosses use dirty tactics to deny them freedom to belong to the union of their choice.

Workers demands are:-

- * the recognition of NUM for all job categories 1-8;
- * the proper and speedy processing of stop order forms;
- * an immediate end to harassment of workers by mine security;
- * the provision of quality food.

June 17

20 000 miners employed at Anglo American's mines in Carletonville marched in demand of a decent wage and the democratisation of hostels. The workers were from Western Deep Levels and Elandsrand gold mines.

NUM Vice-president Elijah Barayi led the march from Western Deep Levels No. 9 shaft to the mine manager's office at No.3 shaft.

NUM delegation was met by mine managers who promised a speedy response to the miners demands.

June 19

More than 6000 President Steyn miners marched to the mine offices demanding a living wage.

A memorandum demanding a 20 percent wage increase was presented to mine bosses. Another demand was for free riders to pay a fee for services they enjoy from efforts of the NUM.

June 24

Rand Mines' Harmony gold mine was flooded with 10 000 miners demanding better conditions of work and an end to large-scale retrenchments

Motlatsi meets Cuban president Fidel Castro



In a recent visit to Cuba by a delegation of the National Union of Mineworkers, Fidel Castro personally welcomed them to the country. The NUM delegation had attended May Day celebrations in the country's capital, Havana. Over a million people joined in the festivities.

James Motlatsi, president of the NUM, is seen in the picture above shaking hands with the Cuban leader.

The NUM has sent a number of workers to Cuba for training in fields such as engineering for periods of up to seven years.



Demand for better wages: part of mineworkers demonstrating against poverty wages.

that are currently underway. 6000 workers are to lose their jobs in this latest attack on mineworkers jobs.

June 25

About 7 500 mineworkers at Anglo's Free State Saaiplaas gold mine marched from their hostels to the manager's office to present demands.

Demands were for the improvement of general conditions of work and higher wages.

June 25

The entire workforce at I.M.S. of 337 marched to management office to demand better conditions of work and a living wage.

June 29

3000 Eskom workers marched on Eskom offices at Megawatt Park near Johannesburg.

The major demand was to stop Eskom from unilaterally restructuring the industry. Another demand concerned supplying electricity to the 23 million blacks who need it now. Eskom is now involved

in negotiations with unions to discuss, amongst others, the restructuring process and the involvement of workers therein.

June 29

7000 mineworkers at Anglo's Freddie's Mine in OFS marched in protest against poverty wages and bad working conditions.

June 30

9000 mineworkers at Anglo's Free State Geduld demonstrated against starvation wages and bad conditions of work.

NUM to donate R30 000 to victims of violence

The National Union of Mineworkers (NUM) has committed itself to contribute an amount of R30 000.00 to the Boipatong Relief Fund to help the victims of the Boipatong massacre and other victims of violence throughout the country.

The announcement was made by James Motlatsi, when addressing thousands of workers at Western Deep Levels on June 29. The workers were commemorating the victims of Boipatong in which more than 40 people were killed

Eskom workers march to stop job losses

More than 3000 Eskom workers marched to the company's head quarters at Megawatt Park on June 29 to demand an end to restructuring which has already cost thousands of jobs.

Workers stayed on the premises while a small delegation from the National Union of Mineworkers (NUM), National Union of Metalworkers of SA (NUMSA) and Electricity Workers Union (EWU) negotiated with the bosses.

After four hours workers had scored a major victory when Eskom agreed to their demands.

The demands were:

- That Eskom must suspend its current programme of restructuring;

- That all mothballing of power stations units be stopped;

- That the programme of restructuring be referred to a national forum; and

- Eskom will not carry on any privatisation activities, in-



Mass action: some of the protestors outside Eskom's head office.

cluding privatising peripheral services.

The Eskom Accord

Eskom and the unions agreed on the following:

1. An Eskom/trade unions summit to address various issues of mutual concern will take place as soon as possible.

Both Eskom and the unions agreed to speed up the establishment of this forum;

2. Eskom undertook not to retrench any worker until such time as the management of

surplus staff has been discussed at the summit or an agreement reached between Eskom and the unions

3. Eskom will be subject to paragraph 4 below continue to:

- 3.1. consider applications for voluntary separation;

- 3.2. use voluntary retraining and redevelopment strategies to deal with surplus staff.

4. Eskom undertook, where surplus arise, to communicate to groups that are affected, on what options are available and invite them to discuss these options.

Unions, Eskom start historic summit

Unions representing Eskom workers met with the bosses on July 21 to discuss ways and means of involving workers in decision-making structures at Eskom.

The meeting was attended by the National Union of Mineworkers (NUM), National Union of Metalworkers of SA (NUMSA), the Electrical Workers Union (EWU), and white unions.

The agenda of the meeting was 'open-ended', although the main purpose was to discuss the establishment of structures through which workers can participate in decisions that affect them at work.

At the start of the meeting, all the parties raised points that they see as important and need to be on the agenda.

The NUM put forward the following proposals:

Management board

The board of Eskom has always been dominated by a group of white males to the exclusion of the workers.

This will have to be changed so as to reflect the nature of Eskom. An immediate change must be the inclusion of workers representatives in the board.

Restructuring

Eskom must learn the process of consultation. Decisions have always been taken behind closed doors, and then passed on to workers and their unions. Unions get called to meetings to endorse these decisions. "This is an unacceptable situation," Gwede Mantashe of the NUM told the meeting. "We want to be involved in those decision-making structures," Mantashe continued.

Broad participation

The NUM proposed how the summit should be structured. The immediate goal of the summit must be to involve shop stewards as well as middle and lower management in this exercise.

As Mantashe puts it: "The process must be shaped by people in the power stations and business units. It's no use sitting around flashy boardrooms exchanging brilliant ideas when people who engage with one another on a daily basis do not understand the process."

Mineworkers Defy Apartheid Rule

Mineworkers have demonstrated their support for the peace and democracy campaign by staying away in their thousands on August 3 and 4, despite widespread intimidation.

Over 170 000 mineworkers participated in the two-day stayaway on August 3 and 4, in support of the ANC-SACP-COSATU alliance call for peace and democracy.

Diamond mines were hardest hit with 90 percent of the workforce staying away on both days.

Gold miners took part in large numbers especially on the first day with 60 - 70 percent stayaway on some mines.

On Gold Fields mines the call

was supported by about 30 percent.

Repression by mine security and anti-NUM elements forced thousands of workers to work.

Violence erupted at GfSA's East Driefontein Gold Mine near Carletonville and resulted in the deaths of five workers.

Repression was also severe at Platinum Mines situated in the bantustan of Bophuthatswana where 30 percent participated in the action.

Coal mineworkers observed the stayaway in large numbers registering 80 percent on some mines.

Disciplinary action including dismissals has been taken by Amcoal, JCI, Duiker, Randcoal and Genmin.

Action planned against bosses who dismiss workers

Companies that dismiss workers for participating in the forthcoming general strike will face a campaign to isolate them.

The tripartite alliance took a decision to mobilise international support against those companies that will dismiss workers for heeding the call to stayaway from work on August 3 and 4.

The campaign will include the isolation of such companies in the international markets.

The isolation of South Africa from international sport will also be considered.

A second legal general strike will be called to force companies to stop mass dismissals and for the reinstatement of all workers dismissed because of the general strike.

Basebetsi ba merafong ba kena mebileng

Ho tloha maqalong a Motsheanong, diketekete tsa basebetsi ba merafong di qadile ka diketsahalo tsa matshweletshwele, di tshehetsa ho fumanwa ha meputso e lekaneng bakeng sa bophelo, ho fediswa ha kगतello le ho ntlafatswa ha maemo a ho sebetsa.

Ke basebetsi ba ka bang 150 000 ba ileng ba phephetsa kगतello le ho batla ho ba ka hodimo ha boramesebetsi, ka ho ba le dimatjhe tsa boipelaetso, di 'sit-ins', ho tsamaya butle le disetarake.

Basebetsi ba Eskom hape ba bile le ketsahalo tse akaretsang tsa boipelaetso ka la di 29 Phupjane.

Ketso ena e qobelletse boramesebetsi ho kgaotsa ka lenaneo la bona la ho bopa hape botjha di intasteri hobane lona le ne le etsa hore batho ba bangata ba lahlehelwe ke mesebetsi.

(Dintlha ka botlalo leqepheng la 11)

Hlahlamano ya diketsahalo tsa boipelaetso

Motsheanong 23

* Dikete tse leshome tsa basebetsi ba merafo ya Gold Fields le JCI di ile tsa matjha Gauteng ho isa lengolo la tseo ba di batlang dintlo-kgolo tsa merafo e mmedi ena.

Mongodi Kakaretso wa SACP, Chris Hani, e ne e le e mong wa ba neng ba matjha, ho bontsha tshehetso ya SACP ho tse batlwang ke basebetsi ba merafo.

Phupjane 5

Basebetsi ba ka bang 20 000 merafong ya Vaal Reefs, ba ile ba matjha ho ya diofising tsa boramesebetsi ho ya hlahisa tseo ba di batlang.

Tse ding tsa tseo ba di batlang ke ho fediswa ha balebedi ba merafong ('private army'), ho elwa hloko ha NUM ke merafo, ho phatlalatswe ho emiswa ha ho ntshuwa mesebetsing ha basebetsi, dihostele di fetolwe ho ba dibaka tseo ho dulang ba malapa, ho fediswe kgethollo ka ho ya ka mmala, ho lwantshana le mekgatlo ya basebetsi ho fele mme ho kengwe Mmuso wa Nakwana.

Phupjane 13

Basebetsi ba 3 000 ba morafu wa Haartebeesfontein, ba ile ba matjha Gauteng ho ya hlahisa tseo ba di batlang, e leng ntlafatso ya maemo a tshebetso.

Morafu wa Gauta wa Haartebeesfontein o tsejwa haholo ka ho ba kgahlanong le mekgatlo ya basebetsi.

Ditho tsa NUM haesale di etsa dihlophiso tsa basebetsi kgale mme batsamaisi ba morafu bona ba kगतलिसetsa morao kapa ba senya diforomo tsa ho ba ditho tse neng di tshwanelwa ho lokiswa.

Maano ana a entse hore ho be thata hore NUM e elwe hloko.

Basebetsi ba ka bang 19 000 ba moo, ba tshehetsa NUM, ha boramesebetsi bona ba sebedisa maano a ditshila a ho ba hanela ka tokoloho ya kena mekgatlong oo ba ikgethelang ona wa basebetsi.

Tseo basebetsi ba di batlang ke tsena:

* Ho elwa hloko ha NUM mekgeng yohle ya mesebetsi, 1-8;

* Tshebetso e nepahetseng mme e potlakileng ya diforomo tsa di "stop order";

* Ho kgaotswe ka potlako ho tshwengwa ha basebetsi ke balebedi ba merafong;

* Ho fanwe ka dijo tsa boleng bo kgotsofatsang.

Basebetsi ba merafong ya Anglo American e Carltonville ba ile ba matjha ba batla meputso e loketseng le hore dihostele di etswe hore e be dibaka tse bohehang mme tse ratwang ke bohle.

Basebetsi ba ne ba etswa merafong ya gauta ya Western Deep Levels le Elandsrand.

Motlatsa-mopresidente wa NUM, Elijah Barayi, o ile a etella pele matjhe ho tloha Western Deep Levels No.9 shaft ho ya diofising tsa motsamaisi wa morafu tse No.3 shaft.

Manqosa a NUM a ile a teana le batsamaisi ba merafo ba ileng ba tshepisa ho araba ka potlako bakeng sa tseo basebetsi ba merafo ba di batlang.

Motlatsi o kopana le mopresidente wa Cuba, Fidel Castro



Manqosa a National Union of Mineworkers ha a ne a etetse Cuba haufinyane, a ile a amohelwa ke Fidel Castro ka sego hara naha. Manqosa a NUM a ile a kenela mekete ya letsatsi la basebetsi, May Day, motsemoholo wa naha eo, e leng Havana. Ke dimilijone tsa batho tse ileng tsa ba teng meketeng eo.

James Motlatsi, mopresidente wa NUM, re mmona setshwantshong se ka hodimo a tshwarane ka matsoho le moetapele wa Cuba.

NUM e rometse palo e itseng ya basebetsi Cuba ho ya rupelliwa ho ba ba-enjinerere bakeng sa nako e ka etsang dilemo tse supa.

Phupjane 19

Ke basebetsi ba ka hodimo ho 6 000 ba President Steyn ba ileng ba matjha ba ya diofising tsa morafu e le ha ba batla meputso e lekaneng bakeng sa bophelo.

Ho ile ha nehwa boramesebetsi memorandamo oo ka ona ho batiwang kekeletsoya meputso ya dipersente tse 20. Se seng hape seo ba neng ba se batla ke hore bao e seng ditho tsa mekgatlo wa basebetsi, Majelathoko (free riders), ba tshwanela ho lefa bakeng sa tshebetso eo ba e fumanang ho tswa ho NUM.

Phupjane 24

Morafong wa gauta wa Rand Mines o Harmony, ho ile ha tlala basebetsi ba merafo ba 10 000 ba neng ba batla ntlafatso ya maemo a ho sebetsa le ho fediswa ha ho ntshiwa mesebetsing ha basebetsi ka bongata ho sa ntsaneng ho tllilo etsuwa. Ke basebetsi ba ka bang 6 000 ba tllilo lahlehelwa ke mesebetsi.

Phupu 25

Basebetsi ba merafong ba ka bang 7 500, morafong wa gauta wa Saalplaas, ba ile ba matjha ho tswa dihosteleng tsa bona ho ya diofising tsa motsamaisi wa morafu ho isa lenane la tseo ba di batlang. Ba ne ba batla ntlafatso ya maemo a akaretsang a ho sebetsa le meputso e hodimo.

Phupu 25

Basebetsi bohle ba I.M.S ba 337 ba ile ba matjha ho ya

diofising tsa motsamaisi ho ya batla maemo a ntlafaditsweng a tshebetso le meputso e lekaneng bakeng sa bophelo.

Phupu 29

Basebetsi ba 3 000 ba Eskom ba ile ba matjha ho ya diofising tsa Eskom tse Megawatt Park pela Gauteng.

Seo ba neng ba se batla ka matla e ne e le hore Eskom e kgaotse ka tshebetso ya ho bopa intasteri hape botjha e le nngwe, kandle ha ho sebedisana le mekgatlo ya basebetsi.

Se seng hape seo ba neng ba se batla e ne e le hore Eskom e fepele dimilijone tse 23 tsa batho ba batsho ka motlakase, oo ba o hlokang ha jwale.

Eskom ha jwale e tshwarahane le ditherisano le mekgatlo ya basebetsi, hara tse ding ho buisanwa ka tshebetso e tla kenelletsa basebetsi ya ho bopjwa hape botjha ha di intasteri.

Phupjane 29

Basebetsi ba 7 000 morafong wa Freddie's ba ile ba matjha ba ipelaetsa kgahlanong le meputso e bakang tlala le maemo a sa kgahleng a ho sebetsa.

Phupjane 30

Basebetsi ba merafo ba 9 000 wa Free State Geduld ba ile ba etsa ditshupetso kgahlanong le meputso e tlase e bakang tlala mmoho le maemo a sa kgahleng a ho sebetsa.

Asikho Isivumelwano Ngama Shaft Steward Agqibeleleyo

Imiba emininzi ishlyeke ingasombululekanga kuthethethwano lalo nyaka phakathi kwe Chamber of Mines kunye ne NUM.

Eminye yale miba:

Amashaft steward agqibelele

I Chamber isathi ngumba umakuthethwane ngawo kumgagatho wemayini, kodwa iwamkele umgomo wemizimveliso ngokubanzi wokukhuthaza imayini nazo zivumele amashaft steward agqibeleleyo.

Umxolelanisi namatyala ukugxothwa

I Chamber ayivumi ukuthethana ngesivumelwano salomba komgagatho ophezulu, kodwa izokukhuthaza imayini zingene kwisivumelwano ne NUM.

Abangcikivi

I Chamber ayiwamkeli umbono wokuba abasebenzi abangengawo amalungu abhatale umthamo kumalungelo abawafumana kuthethethwano

oluqhutywa ngumbutho we NUM.

Yi Harmony ne Anglo American kuphela ezizimiseleyo ukubamba ingxoxo ngalo mba.

Isaphakamiso sabo ngabasebenzi abangengawo amalungu sesokuba bafake isadla se 1% kwimivuzo yabo "Kwingxowa Yesebe Lothethethwano" okanye "Kwingxowa Yonxibelelwano Lwemizimveliso" nyanga zonke.

Inxenye yemali izokutshona kwi NUM. Eshiyekileyo izokuchithwa kwizinto ezifana noqeqeshe lonxibelelwano lwemizimveliso, nakwindleko zomxolelanisi njalo-njalo.

INUM Imisele Ingxabano Ne GFSA

INUM imisele ingxabano ne Gold Fields of SA (GFSA) ngokungavumi kwayo ukunyusa imali ye Mineworkers Provident Fund.

INUM isamile ukuthetha ne GFSA ukuba kufakelwe enye i 1% yokongeza kwimali ye Provident Fund, kodwa ayaphumelela.

Bangange 8 000 abasebenzi abachaphaselekayo kule ngxabano.

Kodwa ngelithuba imbonakalo yokulungiswa kwemivuzo ka 1992 ifikelela esiphelweni namanye amalungu e Chamber, ngaphandle kwe GFSA.

Ukwabiwa kwemveliso

Imivuzo ephantsi efakelweyo iqala ku R29 ukuya ku R92 kumvuzo wenyanga, izokukonyezelwa ngolwabelwano lwemveliso kweminye imizi yemigodi. Ukunyuswa kwemivuzo yenyanga iqalele ku 6 ukuya ku 8,9% (pesenti).

Yonke imizi yemigodi izimisele ngokwabelana ngemveliso nabasebenzi ngaphandle kwe GFSA ne Anglovaal, zona zinika i6% kuphela yokunyusa imivuzo.

Esimayini silandelayo sizimisele ukuthatha inxaxheba kulwabelwano lwemveliso, i Freegold, Vaal Reefs, Western Deep Levels, Elandsrand, Salties, Blyvoor, Harmony, Buffelsfontein, Beatrix, St Helena, Unisel, Kinross, Winkelhaak, Grootvlei kunye ne Marievale.

I JCI ayizimiselanga ukuthethethwana ngokwabelana ngemveliso kunye ne NUM. Kunalonto i JCI ifuna ukughubeka ne bonus ekwakhuthethethwene ngoya kuthethethwano lonyaka ophelileyo.

Amalungu e NUM alukhabe olubhalelo kwintlanganiselo yeKomiti ePhezulu eyayibanjwe e Rhawutini ku Jani/w...i walo nyaka.

Uthethethethwano lusaqhubeka e Harmony, eBlyvoor nase sibhedlele sase Sir Albert Robinson ngokwehlukana kokunyuswa kumvuzo.

Unyuso mali laswe Harmony yi R30 kuwo onke amazanga ngelithuba i Blyvoor ne Sir Albert Robinson Hospital zinikisa ngobuncinane bukunyusa obuyi R25 ne R35 bukunyusa umvuzo ngokulandelelana.

ULUVO LUKA MHLELI

Abaqeshi bamisele imfazwe kubasebenzi ngokubanjwa umvuzo omncinci kakhulu ongenakwazi ukwenza into ebonakalayo ngawo.

Sukela kulo nyaka uphellileyo abaqeshi babonakalise mhlophe ukuba abazimiselenga nakancinci ukwamkela imibango yomvuzo we NUM eyonanto egcina ekufa kwamandla emali emi ndawonye.

Isimosibi kwezinye imayini zegolide ngenxa yeemeko zoqoqosho esingenziwanga ngabasebenzi mgodini.

Abaqeshi basebenzisa elithuba lalameko baqalisa ukubulala umgagatho wobomi babasebenzi ngokufakela umvuzo oyi 5-6% (pesenti) ingoma entsha yemizimveliso.

Ukunyuswa komvuzo wonyaka nge R45.00 kubasebenzi abamkela i R750.00 kumlingiselo wenyanga, ayithethi nto kodwa ithetha isigwebo sokufa ngendlela ebuhlungu yendlala.

Kulo nyaka imfazwe igqinisiwe njengokuba zonke imayini kunye ne Eskom zizimisele ngokungajiki ekwenzeni imveliso enkulu ngokugqubeka nokucinezela imivuzo yabasebenzi.

Noxa abaqeshi benyanzelisa imivuzo elambisayo bebamba abasebenzi ngobhonzwana ayikho into eyenziwayo ekukhuseleni imisebenzi yabo. Ukubulawa kwamawaka-waka emisebenzi emigodini naku Eskom esiyinto eqhelekileyo kwezindawo. Amaxhoba lawo abulawelwe umsebenzi alahlwa kwindawo zasemaphandleni apho bafike bajongane nentlupheko.

Ngokugqina kwengqondo zabaqeshi ukwala ukutyikitya isivumelwano ne NUM kuhlangebezwane nesifo somdilizo, isimo siya ngokubasibi.

Ngumgaqo wabaqeshi jikelele ukukhusela tingxaki zemizimveliso yabo ngokuphungula imivuzo yabasebenzi nangomdilizo.

Abaqeshi basebenzisa lomgaqo ngokukhohlakala kwenyathietyiwa zintlungu. Uthethethethwano lwemivuzo ne NUM selujike lwaba lunxibelelwano olugqubeka esidlangalaleni njengokugqina nakubalikhuni kwendawo ephetheyo.

Ukukhohlakala kwemizi yemigodi apho abasebenzi bengagqugquzelekanga kakuhle ngaphantsi kwe NUM ingcinezelo lence gca okwekati emhlophe ehlungwini.

Ixesha lifikile ukuba abasebenzi bame ngenyawo balwele umvuzo ophilisayo kunye nokhuseleko lomsebenzi.

Into yokuqala ebalulekileyo lumanyano lwabo bonke abasebenzi mgodini kunye nabasebenzi bamandla ngaphantsi kwe NUM. Amandla abaqeshi axhomekeke kumanyano ekuxhaphazeni abasebenzi nokuba evela koluphina uhlanga.

Incukudu mazazi ukuba amalungu e NUM awasazimisele ukulwela abantu abamfitha igazi labo. Abo bavuna apho bengatyalanga khona mabayazi ukuba abasalindelekanga ukuba bafumane imfanelo zamalungu e NUM simahla into abangayifumani mahala kubaqeshi.

i-Chamber Iyamkele Imibango Engeyiyo Eyoqoqosho

Isivumelwano phakathi kwe Chamber of Mines kunye ne National Union of Mineworkers kufikelelwe kuso ngemiba engadibenanga noqoqosho ngethuba lothethethwano lwemivuzo lalo nyaka.

Ezi zivumelwano zezi zilandelayo:

Amalanga ekhefu abhatalayo kuma shaft steward azimase uqeqesho lwezifundo zombutho andisiwe ukusuka kumalanga ama 4 ukuya kumalanga ama 5 ngonyaka.

I Chamber ivumile ukubhatala amashift alahlekileyo kumaqabane azimase uthethethethwano lwemivuzo.

I NUM izokunikwa isihlalo kwibhodi yabaphathi be Rand Mutual Assurance Company, inkampani ebhatala imfanelo zabasebenzi abalimeleyo kunye neentsapho zabo. Ummeli we NUM uzokuvumeleka anyanzelise

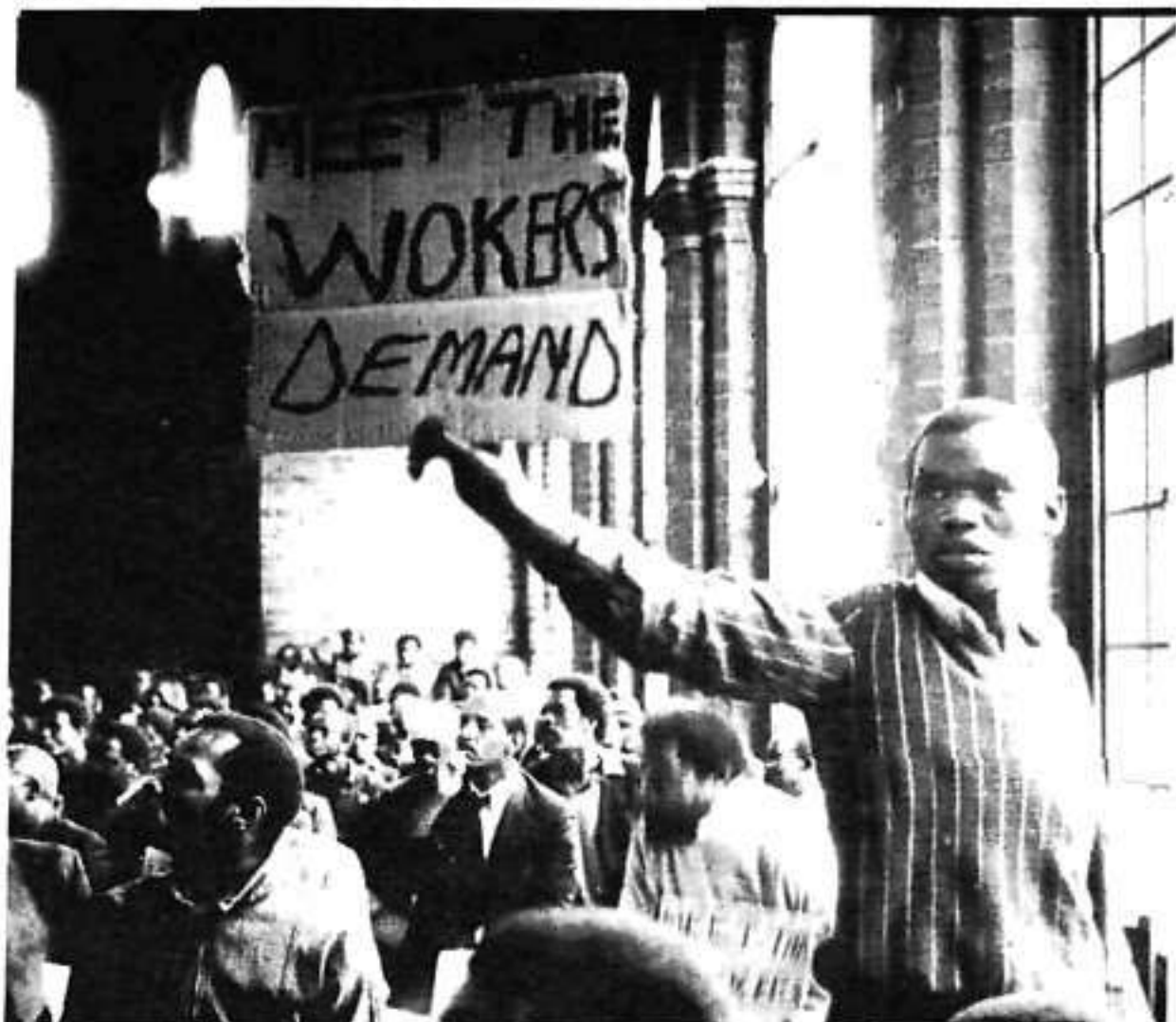
imizimveliso yemigodi ichaze ngeengxaki malunga nembuyiselo.

I Chamber (ngaphandle kwe Gold Fields) ivumile ikubhatala indleko ezipheleleyo zokufa kunye nezomngcwabo kubasebenzi mgodini.

I Chamber ivumile ukuthetha ne NUM malunga nokugcinwa kwempilo yeentsapho zabasebenzi mgodini abamnyama.

I Chamber ivumile ukuba kuthethwe norhulumente ngokulungiswa kumthetho wezifo ezihlasela abasebenzi base mayini kwaye kubhatalwe imali yembuyiselo elinganayo kubasebenzi abamnyama nabamhlophe.

Umqulu wamalungelo abasebenzi abazingxwelerha nabalimileyo kunye ne sivumelwano sonyango (Medical Separation Agreement) sizokunceda abasebenzi abangena kwazi ukusebenza ngenxa yezifo okanye ukugula sigqityiwe.



Basebetsi ba Eskom ba a matjha ho thibela ho lahlehelwa ke mesebetsi

Basebetsi ba 3 000 ba Eskom ba ile ba matjha ho ya ntlokolo ya khampani e Megawatt Park ka la di 29 Phupjane, ho ya batla hore ho fediswe ho bopjwa hape botjha ha khampani ho seng ho bakile hore diketeketse tsa basebetsi di lahlehelwe ke mesebetsi.

Basebetsi ba ile ba ema mabaleng a khampani ha palo e nyenyane ya manqosa a tswang ho National Union of Mineworkers (NUM), National Union of Metalworkers of SA (NUMSA) le Electricity Workers Union (EWU) e ne e rerisana le boramesebetsi.

Kamora dihora tse nne basebetsi ba ile ba ba le phenyo e kgolo hobane Eskom e ile ya dumellana le tseo ba di batlang.

Tseo ba neng ba di batla e ne e le tsena:

- Hore Eskom e emise ka lenaneo la yona la ho bopa botjha hape;

- Ho kgaotswe ka ho emiswa ha tshebetso diteisheneng tsa matla bakeng sa nako e itseng;

- Hore lenaneo la ho bopa hape botjha le romelwe foramong e akaretsang; le

- Hore Eskom e se ke ya tswellapele ka diketsahalo



Diketsahalo tsa matshweletshwele a batho: Ba bang ba balpelaetsi kante ho ntlokolo ya Eskom.

dife kapa dife tsa poraebete, ho kenyetse tse ho etsa hore ditshebetso tseo e seng tsa bohlokwa e be tsa poraebete.

Selekane sa Eskom

Eskom le mekgatlo ya basebetsi ba dumellane ka tsena tse latelang:

1. Kopano ya boemo bo hodimo haholo mahareng a Eskom le mekgatlo ya basebetsi ho rarolla ka potlako ditaba tse amang dihlopha tsena ka ho lekana.

Eskom mmoho le mekgatlo ya basebetsi e dumellane ka ho hlongwa ha foramo ena ka potlako;

2. Eskom e tshepitsitse hore e ke ke ya fokotsa basebetsi mosebetsing ho fihlela ho buisanwa ka tsamaiso ya palo

ya basebetsi e hodimo Kopanong ena, kapa ho ba le tumellano e fihlelwang mahareng a Eskom le mekgatlo ya basebetsi.

3. Eskom, ka ho latela ditaelo tsa seratswana sa 4 ka tlase, e tswellepele ka ho:

- 3.1 Hlahloba mangolo a dikopo bakeng sa karohano ya boithaopo;

- 3.2 Sebedisa ho rupellwa hape ka boithapo hape le ka maano a ntshetsopele ya ho tshwarahana le palo e hodimo ya basebetsi.

4. Eskom e tshepitsitse hore ha ho ena le palo e hodimo ya basebetsi, e tla bulella dihlopha tse amehang ka kgetho tse mme e buisane ka kgetho tseo.

basebetsi.

Mekgatlo ya basebetsi e bitswa ho tla kopanong ho tla dumella diqeto tsena. "Hona ke tshebetso e ke keng ya amohelwa", ho rialo Gwede Mantashe, ha a ne a bolella kopano ya NUM. "Re batla ho ba le seabo dibopehong tseo tse nkang diqeto", ho tswela pele Mantashe.

Ho nka karolo ho amang ba bangata

NUM e hlalositse kamoo summit e tshwanetse ho bopjwa ka teng. Sepheo sa bohlokwa sa kopano ena ke ya ho kenyetse di shop stewards mmoho le batsamaisi ba mahareng le ba ka tlase tshebetso ena.

Jwalo ka ha Mantashe a bolela: "Tshebetso e tshwanela ho fumana sebopeho ho batho diteisheneng tsa matla le mekgengya kgwebo. Ha ho thuse letho ho dula diphapusing ho rerwe ka bohloko bo bohloko athe batho ba amehang jetsatsi le leng le leng ha ba utlwisise letho ka tshebetso eo e rerilweng."

tsohle di ile tsa hlahisa dintlha tseo di di bonang e le tsa bohlokwa mme tseo di hlohang hore di be teng ho lenanetaba.

NUM e ile ya etsa ditlhahiso tsena:

Lekgotla la tsamaiso

Lekgotla la tsamaiso la Eskom haesale le bopilwe feela ka sehlopha sa banna ba basweu ba leng ka hodimo mme se sa kenyetse basebetsi.

Hona ho tshwanela ho fetoha bakeng sa ho bontsha sebopeho sa sebele sa Eskom. Phetoho ya potlako ho tshwanela ho ba ya ho kenya baemedi ba basebetsi lekgotleng.

Ho bopa botjha hape

Eskom e tshwanela ho ithuta ho ba le tshebetso ya ditherisano. Ke kgale diqeto di etswa sephiring, e be di fetisetwa ho basebetsi le ho mekgatlo ya

Basebetsi ba merafo ba khahlanong le muso oa khethollo

Basebetsi ba morafong ba ka holimo ho 170 000 ba ile ba kenela tulo-thoko ea mosebetsi ea la mohla 3-4 Phato ho tlatsa ANC-SACP le COSATU kutloanong ea ho hoeletsa toka le khotso.

Merafo ea teejane e ile ea otleha habohloko ka peresente tse 90 ha e akaretsa tsa tulo-thoko ea matsatsi a mabeki.

Basebetsi ba merafo ea khauta, e ile e nka karolo mafapheng a maholo a mbaloa, haholo-holo tsatsing la pele ka liperesente tse 60 ho ea ho 70 tsa tulo-thoko merafong emeng.

E ile ea eba feela merafong ea Gold Fields moo khoeletso e ileng ea tlatsoa ke peresente tse 30.

Mapolesa a khahlanong le litho tsa NUM a ile a qobella likete-kete tsa basebetsi ba merafo hore ba sebetse. Merusu e ile ea tsoha ho GFSA ho la East Driefontein gold mine pela Carletonville me ea siea polao ea basebetsi ba bahlano.

Tlatlapo e fokolang e ile ea hlaha merafong ea platinum e leng ka hara sebaka sa batho ba bacho ho la Bophuthatswana ea karolo e ka bang peresente tse 30.

Merafo ea mashala e ile ea mamela tulo-thoko ka palo e kholo e ngotsoeng e le 80% merafong e meng.

Basebetsi ba ka holimo ho million tse 4 ba ile ba kenela tulo-thoko ena ka bohloko.

Ho feta moo he, ketso ea khalemelo ha mmoho le liteleko li etsua ke ba ha Amcoal, JCI, Duiker, Randcoal le Genmin.

Ho qalwa ha summit ya histori

Mekgatlo e emetseng basebetsi ba Eskom e ile ya kopana le boramesebetsi ka la 21 Phupu ho buisana ka mekgwa le ditsela tse tla kenyetse basebetsi dibopehong tse nkang diqeto tsa Eskom.

Kopano e ne e kenetswe ke National Union of Mineworkers (NUM), National Union of Metalworkers of SA (NUMSA), Electrical Workers Union (EWU) le mekgatlo e meng ya basebetsi ba basweu.

Lenanetaba la kopano le ne le butswa hore ba batlang ho eketsa ka ho hong hoo ho ka buisanwang ka hona ba etse jwalo, leha morero o moholo e ne e le wa ho buisana ka ho hlongwa ha dibopeho tseo ho tsona basebetsi ba ka nkang karolo ya ho etsa diqeto tse ba amang mesebetsing.

Ha kopano e qala, dihlopha

Umngcelele Wabasebenzi Base Eskom Wokumisa Ukulahleka Komsebenzi

Umngcelele wabasebenzi base Eskom ubuzinyaswe ngabasebenzi abangaphezu kwe 3000 kundlu nkulu wenkampani e Megawatt Park ngomhla we 29 June bebanga ukuba kupheliswe ukwakhiwa ngokutsha esekudle amawakawaka emisebenzi.

Abasebenzi bahlale kwimida yenkampani ngelithuba izithunywa ezivela kwi National Union of Mineworkers (NUM), ne National Union of Metalworkers of SA, kunye ne Electricity Workers Union (EWU) zithethana nabaqeshi.

Emva kweyure ezine abasebenzi bafumana inzuzo xa ebalulekileyo xa i Eskom ivuma imibango yabo.

Le mibango yile:

- * I Eskom mayinqumamise ukugqubeka nenqhubo yokwakha ngokutsha;

- * Ukubhatalwa kogesi inyanga nenyanga makuphelliswe;

- * Inqubo yokwakha ngokutsha mayibe ngumba ekuxoxwa ngawo kwinqonde eliphezulu;

- * I Eskom mayingaqhubeki nemicimbi yabucala kunye nemida yabucala.



Intshukumo yeninzi kwi-ofisi ze Eskom

Isivumelwano se Eskom

I Eskom kunye nemibutho ivumelene ngalemiba ilandelayo:

1. Ngentlanganiso ye Eskom kunye nemibutho yabasebenzi kuchazwe imiba eyohlukeneyo ngenjongo zokuthembana ngokukhawuleza.

Zombini i Eskom kunye nemibutho yabasebenzi ivumelene ngokukhawulezisa ukumisela lo ntlanganiso;

2. I Eskom ivumele ngokungadendi nawuphina umsebenzi kude ibe leloxesha abaphathi abanabasebenzi abadlulisileyo kuxoxwe ngabo

kulo ntlanganiso.

3. I Eskom izokuqwalasela isigaba sesi 4 ngaphantsi eqhubeka ngokuthi:

- 3.1. kuqwalaselwe izicelo zokuzifunela ngokwahlukeneyo;

- 3.2. kusetyenziswe ukuzinikela kuqeqesho nophuculo lwamacebo azokuhlangezana nokudluliseka kwabasebenzi;

4. I Eskom ivumile ukuba apho kunabasebenzi abaninzi kuqhagamshelwane ngokwamaqela achaphazelekayo, kubonswane ngemibono ekhoyo kwaye kumenye kwingxoxo zolo mibono.

Imibutho ne Eskom Baqale Ingxoxo Ezibalulekileyo

Imibutho emele abasebenzi be Eskom ibihlangene nabaqeshi ngo July 21 kuxoxwengendlelanenzame zokufaka abasebenzi ekwenziweni kwezigqibo.

Intlanganiso leyo ibuzinyaswe yi National Union of Mineworkers (NUM) i National Union of Metalworkers of SA (NUMSA) kunye ne Electrical Workers Union (EWU) neminye imibutho yabasebenzi abamhlophe.

Inqhubo yentlanganiso ibi 'nguvula avale' nangona injongo ibikukuxoxa ngokusekwa kwezakhiwo ezizokuthi abasebenzi babeninxaxheba kwizigqibo ezibachaphazelayo emisebenzini.

Ukuqala kwentlanganiso, yonke imibutho yabona kubalulekile kwaye

iyimfuneko ukuba lombafakwe kwihlelo lentlanganiso.

INUM iphakamise lemi bandela ilandelayo:

Ibhodi yabaphathi

Ibhodi ye Eskom isoloko igcwele iqela lamadoda amhlophe bashiye ecaleni abasebenzi.

Le nto kufanele iguqulwe ukuze ibonakalise uhlobo elulo i Eskom. Olu tshintsho malibe nabameli babasebenzi ebhodini.

Ulwakhiwo ngokutsha

I Eskom bayifunde uqagamshelwano. Izigqibo zisoloko zithathwa ngasemva kwamacango, zize zidluliselwe kubasebenzi nakwimibutho yabo.

Imibutho ebiziweyo kule ntlanganiso isivumile esizigqibo.

"Yinto engavumelekanga kwaphela", utshilo ummeli we NUM u Gwede Mantashe. "Sifuna ukuba khona kwizakhiwo zokuthatha izigqibo", ugqube watsho u Mantashe.

Inxaxheba enkulu

I NUM iphakamise ukuba kufanele sakhwe njani isakhiwo sengxoxo. Izigqibo ekufikelelwe kuso ezingxoxweni kufanele kufakwe nama shaft steward kwaye ngokunjalo nabaphathi abakwiqela eliphakathi neliphantsi kule nqhubo.

Njengokuba uMantashe ebekile: "Inqhubo mayilungiswe ngabantu abasebenza umbane kunye nosomashishini. Ayincedi into yokuba sihlale kwigumbi lentlanganiso sibe siguqula imibono ngobuchule kodwa abantu abachaphazelekayo imihla nemihla bengayiqondi inqhubo."

Inyathelo Licetyiwe Kubaqeshi Abazokugxotha Abasebenzi

Inkampani ezokugxotha abasebenzi ngokuthatha inxaxheba kugwayimbo oluzayo zizokujongana nephulo lokuba zikwaywe.

Intlangano zontathu zithathe isigqibo sokuba zigqugquzele inkxaso yeziwe ngezizwe kwezokampani zizokugxotha abasebenzi ngokumamela ikhwelo lokuhlala ekhaya kungayiwa emsebenzi ngomhla we 3 ne 4 ku August.

Olwesibini uqanqalazo olusemthethweni lizokubizwa ukunyanzelisa inkampani ukuba ziyeke ukugxotha abantu kwaye maziphinde ziqeshe bonke abasebenzi ebezibagxothile ngethuba loqanqalazo jikelele.

iNUM inikeze nge R30 000 kumaxhoba ezixholoxholo

Umongameli we NUM, uJames Motlatsi umemezele ukuba iNUM izokufaka nge R30 000 kwingxowa mali yase Boipatong ukunceda amaxhoba ezixholoxholo e Mzantsi Afrika.

uMotlatsi ebethetha namawaka abasebenzi mgodini eWestern Deep Levels kwisikhumbuzo sokubulawa kwabantu base Boipatong ebesibanjwe ngomhla we 29 June 1992.

Esi sikhumbuzo besindwendwele zinkokheli ze NUM kunye nabaphathi bemayini yase Anglo kunye nomphathi jikelele wenqila, umnumzana Mcluskie bebolekisana ngeqonga kunye nomongameli we NUM.

uMotlatsi ucele abaqeshi bemayini nabo bafake isandla kwingxowa mali yase Boipatong njenge ntlekele yesizwe.

Uphinde wacela bonke abasebenzi mgodini nabo bafake isandla ekuvelana namaxhoba ezixholoxholo.