

Deukers Bosveld e 'molato' bakeng sa ho tebela basebetsi ka mokhoa o se nang toka.

Bahiri ba Morafo oa Gauta oa Deukers Bosveld ba laetsoe ke mokhaolakhang (arbitrator) hore ba khutlisetse basebetsi ba 19 bao e leng litho tsa NUM mesebetsing ea bona hobane ba ne ba tebetsoe ka mokhoa

o se nang toka. Bona ho ne ho thoe ba ile ba etsa sit-in e seng molaong ka tlase morafong ka khoeli ea Mphalane selemong se fetileng. Litho tse na tsa mokhatlo oa basebetsi li ile tsa tebela kamora sit-in ea matsatsi a mabeli ka tlase morafong, mme e ne e etsoa ke basebetsi ba ka bang

182 ba neng ba ipelaetsa khahlanong le batsamaisi ba neng ba hana ho rarolla qaka mabapi le meputso kopanong ea lekhohla la poelano (conciliation board). Leha batsamaisi ba ile ba hlapanya hore ba ke ke ba nka mehato khahlanong le basebetsi, lintho li ile tsa fetoha

kamora hoba sit-in e fele hobane basebetsi ba 19 ba ile ba tebela. NUM e ile ea phepetsa bahiri mabapi le taba ena mme qetellong ea fenyane, basebetsi bao ba khutlisetsoa mesebetsing ea bona.

NUM e Tshoaea phoso ya ho Tebela ha basebetsi ke Bahiri ba Loraine.

Re tshoenyehile hampe haholo ke batsamaisi (management) ba morafo oa Loraine ka ho tshoara basebetsi ba morafong hampe hobane ba sa batle ho sebetsa ka Lisontaha. Qeto e entsoeng ke Letona le nang le

boikarabelo bakeng sa Matla le ho Rafa (Minister Responsible for Energy and Mining) le le leng, ea ho lokolla Loraine hore ho sebetsoe le ka Lisontaha, ke tlolo ea litokelo tsa basebetsi. Phetoho e 'ngoe le e 'ngoe ea maemo a tshebetso ho tshoaneloa ho

rerisanoa ka eona le mokhatlo oa basebetsi. Hore batsamaisi ba Loraine ba qobelle liqeto tse bona tso e seng tsa mokhoa oa demokerasi ho basebetsi ho kotsi haholo bakeng sa kamano ea basebetsi le bahiri. Joalo ka taba eo e leng ea leano la rona ha re lumellane le matsatsi a

supileng a ho sebetsa bekeng mme re tla tsoellapele ho ba le letsholo khahlanong le tshebetso eo ho fihlela ho buisanoa ka mokhoa o nepahetseng le NUM.

Merusu Morafong oa Genmin

Moea oa ho se utloane o ea o ntse o eketseha Morafong oa Gauta oa

Beatrix kamora hoba basebetsi ba 10 ba lahleheloe ke maphelo a bona ntoneng e neng e le teng ka la 25 le 27 Hlakubele mane Orange Free State. Ho ntse ho etsua lipatlisiso ka ho

bakileng ntoa eo. Khohlano e ne e le mahareng a merabe e fapaneng ka ha sehlopha sa basebetsi ba buang seZulu ba bonoe ke basebetsi bohle e le bona ba qalileng ntoa eo

kamora ho ba ba bolae mosebetsi e mong ea neng a sa bue seZulu ka Labone la li 25 Hlakubele.

TransNatal e tshoara hampe Shaft Steward ea nako e tletseng ea NUM.

TransNatal Colliery ea Matla e ile ea qobelloa ho felisa kotlo eo e neng e fuoe shaft steward oa nako e tletseng ea NUM, Comrade David Malaza, bakeng sa hobane ho ne ho thoe o hanne ho phetha mosebetsi oa hae ka ho latela tumellano eo e saeniloeng mahareng a li-shaft stewards le kampani. Kotlo ena e ile ea fetoloa ho ba

khalemō mme ea ngoloa fatshe. Nyeoe ena e ile ea tshoanela ho kena hape kamora ho ba ho khutle basebetsi ba 14 hosteleng ea morafo ea Matla, kamora ho ba ba lokolloe chankaneng selemong se fetileng ka ho ea ka tumellano e fihletsoeng mahareng a mmuso le ANC ea ho lokolloa ha batshoaruoa ba lipolotiki. Batsamaisi (Management) ba ne ba batla hore Malaza a ba thuse bakeng sa

ho tebela ba "Matla 14" hosteleng ea morafong. O ile a tebela mosebetsing hobane a ne a sa batle ho ba thusa. NUM e ile ea etsa phepetso ea ho tshoara hampe hona, ea etsa boipiletso mme qeto eo ea fetoloa ea ba khalemō e ngotsoeng fatshe eo e ntseng e beha mosebetsi oa Malaza kotsing. Kamora ho ba NUM e be le lintoa tse boima tsa molao, mokhaolakhang

(arbitrator) a fumana kampani e na le molato oa ho neha Malaza kotlo ka tsela eo. Mokhaolakhang o ile a latela molao oa boitshoaro oa kampani ho ena le tumellano ea li-shaft stewards tsa nao e tletseng, kahoo a laela hore kotlo eo ea khalemō e feliso e eona.

Basebetsi ba seteraeka ERPM bakeng sa ho thungoa ha e mong oa bona ke mosebetsi ea mosoeu.

Ke basebetsi ba ke bang 5 000 ba ileng ba seteraeka Morafong oa Rand ea ERPM kamora hoba Armando Mathavela a thungoe mme ntshuoe kotsi ke mosebetsi e mong e mosoeu ea tsebahalang ka hore ke G.T. du Toit, mme basebetsi ba lumela hore hona ho bakiloe ke ketso ea khethollo ea babasoeu ea boikakaso. Kamora hoba NUM e itshuye kahare litabeng tse na, seteraeke se ile sa fela, mme lihlopha tse tse peli tsa fihlela tumellano ena:

ho jara mekotla ea basebetsi ba basoeu kante haebe mosebetsi eo ea mosoeu a jere mekotla e fetang o le mong ea liqhomoane (explosive).

- Ke boikarabelo ba basebetsi ho bona hore leano la kampani le kengoa tshetsong ka ho lekana.
- Ha litletlebo tsa basebetsi le sa amoheloe, basebetsi ba na le tokelo ea ho isa taba eo ho batsamaisi ba ka holimo.
- Kampani e ke ke ea lefella letsatsi la seteraeke empa basebetsi ba ka a sebeletsa matsatsi ao.
- Ha ho na nyeoe e tla kena khahlanong le basebetsi ha feela ba ka khutlela mosebetsing ka la 5 Mmesa 1993, mme

ba qale ka ho theohela mosebetsing bosiu ba letsatsi leo (night shift).

- Ho phenyekolloa ha basebetsi bohle ho tla qala ho hlokomeloa ke basebetsi ba khethuoeng ho tloha ka Laboraro la 7 Mmesa 1993.
- Kampani e tla lefa litshenyehelo tsa mokhaolakhang (arbitrator).
- Ha ho na motho ea lumelletsoeng ho tshoara dibetsa mosebetsing.
- Leano la kampani le kengoe tshetsong ho batho bohle ho sa khathalehe hore ke ba mokhatlo ofe oa lipolotiki.
- Basebetsi bohle ba phenyekolloe ha ba ea ka tlase mokoting mme baemeli ba bararo (3) ba basebetsi ba sebetse le

balebeli ha ba phenyekolla.

- Mine Captain e leng Mr Nic van der Venter le foromane e leng Mr Kleinhans ba emisoe mosebetsing ho fihlela lipatlisiso li fela.
- Mokhaolakhang ea tlang ho poloka litaba tse na tsa lipatlisiso e le lekunutu, ea hlahang ho IMSSA e be ena molulasetulo oa lipatlisiso, mme basebetsi ba bahlano mmoho le baofisiri ba babeli ba NUM ba be teng lipatlisisong.
- Mang kapa mang ea bitsang mosebetsi kaffir a tebeloe mosebetsing.

Boitseko bo ntse bo tsoellapele Morafong oa Goldfieds oa Deelkraal

Basebetsi ba Morafong oa Gauta oa Deelkraal o pela Carletonville ba ntse ba loana khahlanong le khatello e leng teng morafong. Likhoeling tse fetileng ba ile ba neha batsamaisi ba morafo litletlebo tse ngata hore ba li rarolle empa ho fihlela joale ha ho letho le seng le entsoe. Ho tshetsa litletlebo tse na tsa bona,

basebetsi ba ile ba ba le boekoto (boycott) ea bara (bar) ea matsatsi a 61 mme eona e felile ka la 5 Hlakubele. Se batloang ke basebetsi ke sena:

1. Ho khutlisetsoa ha basebetsi mesebetsing ea bona hobane ba ile ba tebela ka mokhoa o se nang toka ha ba ne ba sa tla mosebetsing ka phomolo ea moqebelo ea bona mohla la 21 le 28 November 1992.
- 1.1 Ho feliso e le khalemō tsa basebetsi ba neng ba sa tla mosebetsing ka

Meqebelo eo.

2. Maano ohle a kampani le litshebetso li tsebisoe Komiti ea Lekala la NUM.
3. Ho lekolloe nyollo ea meputso ea litho tsa mokhatlo oa basebetsi bakeng sa selemo sa 1992.
4. Basebetsi ba lumelloe ho ba le boipelaetso bo se nang merusu.
5. Mokhatlo oa basebetsi o fuoe ofisi morafong.
6. Netefatso ea li-stop orders e etsuoe ka

tshebeliso mmoho le Komiti ea Lekala la NUM ka linako tsohle.

7. Ho feliso e bao ba bitsoang "li-bonda" tse ka holimo.
8. Basebetsi ba lumelloe ho kena ka libiri li le nne (4) ka kamoreng eo ba robalang ka ho eona, mme libiri tse rekiloeng bareng li se ke tsa buloa kante ho tumello ea eo ea li rekileng.

Deukers Bosveld 'Guilty' of Unfair Dismissals

Deukers Bosveld Gold Mine bosses were ordered by the arbitrator to reinstate 19 NUM members unfairly dismissed for allegedly having taken part in an unlawful underground sit-in in October last year.

The union members were dismissed after a two day underground sit-in by about 182 workers at the mine who were protesting against management's refusal

to resolve a wage dispute at a conciliation board meeting.

Despite management's undertaking not to take disciplinary action, events took a dramatic turn after the sit-in was ended as 19 workers were dismissed.

NUM challenged the bosses on this case and finally won the reinstatement of the dismissed workers.



"MATLA 14" Former mineworkers at Matla Coal Mine, celebrate their release from apartheid jails.

NUM Condemns Dismissals of Workers by Loraine Bosses

We are totally appalled by Loraine management for victimising mineworkers who do not want to work on Sundays.

The unilateral decision by the Minister responsible for Energy and Mining to exempt Loraine from restrictions to do work on Sunday was a total violation of workers rights.

Any change of conditions of work has

to be properly negotiated with workers through their union. For Loraine management to force undemocratic decisions down the throats of workers is a dangerous recipe for bedeviling industrial relations.

As a matter of policy we reject a 7 day working week and will continue to campaign against such a move unless properly negotiated with NUM.

The Struggle Continues at Goldfields Mine of Deelkraal

Workers at Deelkraal Gold Mine near Carletonville are still up in arms against mine repression.

A host of grievances were given to management to address some months ago and until now not much progress has been made.

To back their grievances, workers embarked on a 61 day bar boycott which ended on 5th March.

Workers demands are:

1. Reinstatement of workers dismissed unfairly for being absent from work on their Saturday off on the 21st and 28th November 1992.
 - 1.1 Upliftment of final warnings given to other workers for having been absent on the above Saturdays.
2. All company policies and procedures be made known to the NUM Branch Committee.
3. To review the salary increases for 1992 of union members.
4. To be allowed to make peaceful protests.
5. Provision of union office facilities on mine premises.
6. Verification of stop orders be made in collaboration with NUM Branch Committee at all times.
7. Abolition of so-called senior sibondas.
8. Workers be allowed to take 4 beers into their rooms and that beers bought in the bar should not be opened without the buyers consent.

9. Underground workers should work 4 hours on Saturdays like their surface counterparts and be entitled to enjoy the same holidays.

10. To decrease acclimatisation hours from 4 hours to 30 minutes.

After months of negotiations and protest actions management has only agreed to demands 2.5 and 10 while others have been referred to head office for negotiations hopefully before the end of April.



Cde Elijah Barayi NUM Vice President calls for maximum unity amongst workers to crush repression at Goldfields of S.A. Mines at the rally in Khutsong Township.

TransNatal Victimises NUM Fulltime Shaft Steward

TransNatal Colliery of Matla was forced to uplift a disciplinary punishment in the form of written warning imposed on NUM fulltime shaft steward Cde David Malaza for allegedly having failed to perform his duties in terms of the full-time shaft stewards agreement signed with the company.

The case arose as a result of the return to Matla mine hostel by 14 former workers after their release from prison last year in terms of agreements reached by the government and the ANC on the release of political prisoners.

Management wanted Malaza to help them in the eviction of 'Matla 14' from the mine hostel.

He was subsequently dismissed for failing to respond positively. NUM challenged this blatant form of victimisation by lodging an appeal and the decision was overturned into a written warning which still put Malaza's job in jeopardy.

After tough legal battles by NUM, the arbitrator found the company to have wrongly punished Malaza in the manner in which they did, as prescribed by the company's disciplinary code rather than the full-time shaft stewards agreement, and thus ordered the uplifting of the written warning.

Violence Rears its Ugly Head at Genmin Mine

Tension is still simmering at Beatrix Gold Mine after 10 mineworkers lost their lives in violent confrontations on the 25th and 27th March in the Orange Free State.

The real cause of the violence is still being investigated.

The conflict assumed a form of an ethnic clash as Zulu speaking workers were seen as the aggressors by the rest of the workforce after they had allegedly killed a non Zulu speaking worker on Thursday 25th March.

Strike at ERPM over Racist Shooting

About 5000 mineworkers went on strike at Rand Mines ERPM after Armando Mathavela was shot and wounded by a white worker known as G.T. du Toit in what workers allege to be an act of white racist arrogance.

After NUM intervention the strike was ended with the two parties reaching this agreement:

- No worker is allowed to carry the bags of white workers except when one is carrying more than one bag containing explosives.
- Workers to see to it that the company policy is implemented equally.
- If workers grievances are not accepted, workers have the right to take the issue up with top management.
- The company is not going to pay for the strike day but workers can work for these days.
- No disciplinary action will be taken so long as workers go back to work by the 5th April 1993, starting with the night shift.

- The searching of all workers will start to be monitored by elected workers as from Wednesday 7th April 1993.
- The company will bear the costs of arbitration.
- Nobody is allowed to carry weapons at work.
- Company policy to be implemented to everybody regardless of political affiliation.
- All workers to be searched when going underground and three (3) worker representatives to work with security on searching.
- The mine captain Mr Nic van de Venter and the foreman Mr Kleinhans to be suspended pending investigation.
- An inquisitorial arbitrator from IMSSA to chair the investigations and five workers plus two NUM officials to be present at the investigations.
- Anyone who calls a worker kaffir must be dismissed.



NUM marshalls pay their last respects to comrade Siphso Sibandze who died while studying in Cuba on a NUM scholarship, contrary to malicious press reports in Swaziland and South Africa that he died in an ANC military camp. The funeral was held in Swaziland.

