



Congress demanded that all forms of discrimination be abolished in the mining industry

Congress decides on policy and direction of the union for the next two years

Other resolutions passed at the Congress included:

The Development of the South African Mining Industry: The resolution noted the mine bosses continue to plunge the mining industry into crisis by mismanagement and pursued racial policies that brought untold misery to mineworkers.

Miners should develop clear policies on how the mining industry should be run. Congress resolved debate in all structures of the union should begin.

A blueprint document should be ready by the next National Congress dealing with such matters as mineral production, new technology, housing, future of the industry, health and safety, wages and other matters such as development.

Recruitment campaign: Every NUM member should be an organiser. The union should organise those who are unorganised, and all workers in the mining industry should be organised under the banner of the NUM. The union should be organised at all local Teba depots.

Disciplinary code: A standard disciplinary code for all mines should be negotiated

Annual leave: All workers should get 60 days annual leave

Income security and maternity leave payments: These are not enough and the time of payment should be increased.

Acting allowance: That this be eliminated and that the person should be paid the rate of the job he was doing

40 hour week (5 days): That workers should be with their families over weekends and that in other industries it had been adopted

Company education subsidy: the bosses had stopped bursaries for education of children. Bosses should permit study leave, give bursaries for children and build schools near where workers live

Women workers: Discrimination against women in terms of jobs, low wages was continuing. The participation of women at all levels in the union was not enough.

Congress resolved that NUM make stronger efforts to promote the participation of women in all structures of our union

Hand collected subscriptions: Branches should make sure these are collected and handed over to regions so that they can become self-sufficient

New wage aims

The NUM Congress declared war on poverty wages.

Delegates voted for a national minimum wage of R543 for surface workers and R600 for underground workers. Delegates have given the mining industry three years to bring wages up to those of a living wage.

As comrade president Motlatsi said: "we mineworkers demand the right to a job and a living wage." The resolutions will help revitalise the Living Wage campaign.

The resolution on wage policy noted black mineworkers were amongst the lowest paid workers in industry. The mining industry, it said, was able to pay a living wage to the workers who extracted the riches from the mines.

Wide gaps

Different mining houses paid workers different wages even if they were in the same categories and did the same work. There was a very wide gap between wage categories.

A percentage increase divided workers and further widened the gap between job categories. The resolution also noted that underground workers were more exposed to dangers than surface workers. Since NUM started negotiating wage increases the wage policy of the Chamber had

not been broken.

The Congress therefore resolved:

- the mining industry must make progress towards paying a living wage to all mineworkers by 1991
- the union must negotiate a national minimum wage for all mineworkers at all mines
- all workers must receive a good wage increase even if they are paid above the minimum in their grade
- the gaps between the job grades must be narrowed by raising up the wages of the lower grades
- underground workers must be paid more than surface workers in each grade
- wage demands must be set in money terms and not in percentages

Living wage committees had to be revitalised at shaft, branch, regional and national levels, said another resolution.

Living wage

The tasks of the living wage committees would be to organise discussions on the living wage and union wage policy. Committees should also monitor wage agreements on the mines and report any irregularities they discover.

A very important resolution was the one on the 1989 wage

demands for the Chamber gold and coal mines.

National wage

The resolution noted that the cost of living was rising but the bosses continued to pay starvation wages.

Congress resolved that minimum wages for all job groups must be negotiated from 1989 in money terms.

There must be a national minimum cash wage in the mining industry of R543 per month for surface workers and R600 a month for underground workers. This must exclude any payment for food, accommodation or medical care. The Congress proposed the minimum wages for grades 1 to 8 should be negotiated as follows for all mining houses:

Grade	Surface	Underground
1	R543	R600
2	R605	R669
3	R675	R746
4	R753	R746
5	R840	R928
6	R937	R1035
7	R1044	R1154
8	R1165	R1287

A minimum wage of R543 for surface workers and R600 for underground workers would also be demanded in non-Chamber negotiations.

Congress demanded that all forms of discrimination be abolished in the mining industry and that all workers be paid equal pay for equal work.

A resolution on retrenchment brought home the fact that thousands of workers in the mining industry are losing their jobs.

Workers were not given enough warning of coming retrenchments. Congress delegates voted that there should be no unilateral retrenchments without proper negotiation, and the profits made by workers should be used to create job opportunities.

The resolution also said mining houses affected by retrenchments should try and transfer workers to other mining houses and that the union should be notified of coming retrenchments three years in advance.

Secunda and Orange Free State proposed a resolution on danger pay which said as mining was very dangerous, danger pay should be added to salaries. Workers should be covered by company insurance schemes.

Congress noted that the Chamber of Mines refused to give workers June 16 as a paid holiday. It said March 21 (Sharpeville Day), May Day (not Botha Day - first Friday in May), and June 16 should all be taken by workers as holidays.