

LUYANUKA UGWAYIMBO KWINKAMPANI YEMIGODI E PHALABORWA

Abasebenzi e Phalaborwa Mining Company bavotele ugwayimbo ngokuxhasa ukhuseleko lomsebenzi emayini. Ngaphezu kwamapesenti angamashumi asibhozo (80%) avotele ugwayimbo kwimiba yomithathu yengxabano eqondene neeyure zokusebenza kumsebenzi wemayini, uhlehlengiso lomsebenzi kunye nesivumelwano sokhuseleko emsebenzini. Kuhlengahlengiso lomsebenzi abasebenzi babanga ukuba uhlehlengiso lomsebenzi lenziwe kulamanqanaba alishumi aseleyo. Kuphela yi 442 kwimisebenzi eyi 452 eseyihlehlengisiwe yikomiti edibeneyo ye NUM kunye nenkampani. Abasebenzi abayamkeli inkampani yabucala ekhoyo yolindikhaya

ukuba ivalwe indawo yayo ngolindikhaya bangaphandle ebabizwa nge Gray Security. Kwiiyure zokusebenza abasebenzi abasebenza emgodini babanga iiyure eziyi 42 zokusebenza ngeveki kunale 46 yeeyure isetyenzayo. Yonke le miba idluliselwe kwibhodi yokolelaniso (conciliation board) apho kufikelelwe khona ekuxingeni. Ngokwelingo lokugqibela abasebenzi bagqibe ngokuba babhalothele ugwayimbo. Nangona iphulo labaphathi lokuyikisa abasebenzi phambi kokuba kubhalothwe, ininzi labasebenzi bavotele ugwayimbo. Bangaphezu kwe 2000 abasebenzi abachaphazelekayo. Ugwayimbo lungaqala naninina. I NUM isazimisile ukuyisombulula ingxabano.



HO THUSA KA LICHELETE HO TSHOANELA HO BA LE SEPHEO SA:

* Ho hlokomela maemo a tshebetso mme ho be le taolo ea ho fokotsoa mesebetsing haebe hoo ho ka etsahala.

* Ho phahamisa tlhahiso bakeng sa ho lelefatsa nako ea bophelo ba morafu, ka ho fetola mekhoa ea mokotling ea ho sebetsa.

* Ho rupella hape bocha basebetsi ba merafong hore ba be le botsebi bo bong ba mesebetsi e meng ha ba fokotsoa mesebetsing ea bona.

* Ho fumana ho hong ho ka etsuoang ka matlotlo (assets) a morafong.

* Ho thusa ka ho ntshetsapele libaka tsa mahae tseo basebetsi ba merafong ba hlahang ho tsona.

Ka maiteko a ho fumana tharollo ea bochaba ea qaka ena, ho ile ha ba le kopano e Kholo ea Merafo ka Phupjane selemong se fetileng. Lihlopha tse neng li le kopanong eo li ne li tshoanela ho rarolla litaba tsa bohlokoa tse tshoanang le tsena tse latelang:

(a) Ho hokahanya ho koaloa ha merafo le ho fokotsa tshebetso.

(b) Ho lelefatsa nalo ea ho ba teng ha merafo.

(c) Ho sireletsoa ha litumellano tsa maemo a ho sebetsa.

(d) Ho rupelloa le ho rupelloa bocha ha bao ba fokolitsoeng mesebetsing.

Ho se ho fetile selemo le likhoeli tse hlano ho se na litshisinyo tse tiileng tse hlahisoang ke lihlopha tsa tshebetso (working groups).

Joalo ka ha qaka ena e ea e ntse e teba, NUM e ile ea kopa mmuso hore o thuse morafu oa gauta oa Harmony, empa kopo eo ha e ea ka ea mameloa, hobane mmuso o ile oa sebelisa mano a hore ho emloe sephetho sa litshisinyo tse tla hlahisoa ke lihlopha tsa kopano eo e kholo e neng e tshoerole ea merafo (summit). Joalo ka ha tshebetso ena ea ho thusa e ntse e lieha, palo ea ba ntshoang mesebetsing le eona e ntse e eketseha. Ho fihlela mafelong a khoeli ea Phupjane merafo e ne e se e fokolitse basebetsi ba ka bang 49 733, mme e setse ka basebetsi ba ka bang 603 401.

IZITHUNYWA ZABASEBENZI MGDINI ZENZE UMNGCELELE UBUSINGISA KUNDLU NKULU WE GENGOLD

Bangange 2000 abasebenzi mgodini abenze umngcelele ubusingisa kundlunkulu we Gengold ukuyokudlulisa ixwebhu lezikhalazo zabo. Abasebenzi base Gengold bakhazela ukuphathwa ngendlela eyohlukeneyo kunabanye abasebenzi beminye imizimveliso yemigodi. Yonke imigodi ye Gengold mengcinezelo kwaye ayiyiqwalaseli ingxaki zabasebenzi. Imibango yabasebenzi yile ilandelayo:

Umdlizo

I Gengold kufanele ifake abasebenzi kwinkqubo yokwenziwa kwezizigqibo ukuze babenokwazi ukuyazi into eqhubekayo enkampani. Abasebenzi abayivuyeli inkqubo yomdlizo ngenxa yokuba inalamabakala alandelayo:

* Abasebenzi abamnyama abangenama va ngabona bantu basesichengeni, ngelithuba abasebenzi abamhlophe bekhutshelwa kwezinye indawo. Le yindlela yocalucalulo yokubulala amacebo ombutho.

* Onke amahlelo abaphathi enziwa bucala ize izigqibo ekufikelelwe kuzo zisetyenziswe kubasebenzi. Alukho uqhagamshelwano elwenziwayo.

* I Gengold ayizange ibenalo uhlelo lokubuyisela abasebenzi, ngeziphumo zalonto abasebenzi abadiliziweyo bafakelelwa ngezinye inkampani zekontra-kha, kwaye abasebenzi abadiliziweyo basetyenziswe njenge bangxonxgi nemivuzo yabo yehliswe.

Ukugxothwa ngokungalinganga

Ukuqinisekisa ukuba siyaphela esisifo sokugxothwa kakubi, inkampani kufanele ivumele oku kulandelayo:

* Bonke abantu abagxothiweyo kufanele bathunyelwe kumxolelaniso ozomileyo.

* Ukuviwa kwetyala (kunye namatyala ezibheni) kufanele avuwe kakuhle. Abaphathi akufanele bafune ukwanelisa imfundo zomthetho kodwa mababe nenjongo.

* Ukuviwa kwetyala kufanele kuthethathethwane.

* Ukugodusa ngezizathu zempilo kufanele kuyekwe kuba yindlela yokuthatha abasebenzi abadendiweyo lula. Kufanele kwenziwe uxilongo rhoqo kuzo zonke imayini.

Imali eyi R136 million ecwangciselwe ukwakha kufanele kuyekwe, lo mali isetyenziselwe ukwakha izithuba zemisebenzi kwaye iqhubele phambili imveliso yoqoqosho. Izakhiwo zempilo nokhuseleko kufanele kuthethwane nombutho kwaye ezo zakhiwo zivumeleke.

Kwezothethwano ngemivuzo, i Gengold kufanele ihlale ililungu le Chamber of Mines. Ukuyekiswa kwe Bracken ne Leslie kwi Chamber of Mines kufanele kumiswe. I Gengold kufanele ithethane ngesivumelwano samashaft steward agqibeleleyo nombutho. Le nto izokulandelwa kukwenyulwa kwamashaft steward agqibeleleyo. Abasebenzi babanga i 1,5 pesenti yokongezelela kunyuso mvuzo kunye nokwabelana ngemveliso, ngokufanayo nabasebenzi abamhlophe.

UKUBULAWA KWEMISEBENZI KUSAQHUBEKA

Imizimveliso ye dayimani izokuphungula isibalo sabasebenzi ngesigaba kweyona migodi yedayimani kwinto abathi ukuyibiza kukuphungulwa kweendleko. Esisaziso sothusayo sivele ngethuba i NUM isezakugqiba ngosuku lokugwayimbela imivuzo kunye nemeeko zokusebenza. Ingaphezulu kwe 4 000 imisebenzi izokuphungulwa kumzimveliso oqeshe i 8000 yabasebenzi. Abaqeshi bakhale ngendlala abakholelwa ukuba kukwehla koqoqosho lwehlabathi oluchaphazela intengiso yemveliso yedayimani. Uthethathethwano phakathi kwe NUM kunye ne De Beers seluqalile kuxovulwa umphako womdlizo, abasebenzi abazokuyifumana phambi kokuba bazimanye nabantu abaninzi abangenamisebenzi e Mzantsi Afrika. Iindawo ezichaphazelekayo yi Premier, Finsch, Kimberley mine (KDM), Koffiefontein ne Kleinsee e Namaqualand, Kwimayini entsha i Venetia eMantla eTilavali imveliso iphunguliwe ngaphandle kokuphungula imisebenzi. Ingcaphephe yomhlaba ayikasithathi isigqibo Amanani abasebenzi abazokudilizwa emayini ahamba kanje: Premier mine - 1519; Finsch - 693; KMD - 384; Koffiefontein - 563 ize ibeyi 913 e Kleinsee. Isigulo semzimveliso yegolide kuphela sibulale ngaphezu kwe 150 000 yemisebenzi sukela ngo 1987. Imizimveliso yamalable yongeze ngamapesenti alishumi alinambini (20%) kululuhlu. Ngokuphungulwa kwemisebenzi ngabaqashi be De Beers, isimo sijikile saba sisimo sesizwe esifuna ukuxoxwa ngokukhawuleza sisizwe,

abaqeshi bemigodi kunye nabasebenzi. Thathela inqalelo yemali encinci yomdlizo enikwa abantu abangamakhoba esi simo sibi semigodi intlalo ezokuphilwa ngabantu abaxhomekeke kubasebenzi mgodini abahlala kwindawo ezihluphekayo. Ibhomu yexesha lentlalo ityaliwe kubantu base Mzantsi Afrika ngaphandle kokuba iintlangano ezinkulu zinokusiphatha isimo kakuhle njengokuba uqhushumbo lungayeki.

MASS DISMISSAL CASE SETTLED

The case of workers who were dismissed in Durnacol mine in 1990 has been settled out of court. Iscor management put forward R1,3 million (R1 300 000) as a retrenchment package for all the workers who left the mine. At the moment the money is still under the control of union's lawyers. Workers who were not members of union will learn a lesson for not joining the union they are not entitled for compensation. The union played an important role in this case while some workers are in despair about it. The other mass dismissal was at Doorfontein mine in Carletonville where workers were dismissed for participating on the 4 - 5 November 1991 stayaway. The case will be heard on 11 - 23 February 1993.