

MINING — STRIKES

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450 miners dismissed as fresh fighting breaks out

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JOHANNESBURG — About 450 mineworkers at Randfontein's Cooke 3 hostel have been dismissed after fighting broke out on the mine again, a Johannesburg Consolidated Investments (JCI) statement said yesterday.

This recent uprising follows this week's faction fighting at the hostel's tavern, when four

people were killed and 67 injured.

"No fatalities or serious injuries were reported and the situation this morning is calm," the JCI statement said.

As a result of the strife, the National Union of Mineworkers has decided not to go ahead with an application restraining management from deporting

union members, a NUM spokesman said.

The JCI statement said several workers at the Cooke 1 and 2 hostels have — during the past two days — refused to go work.

Management said about 65 per cent of the workforce of the Cooke sections of the mine, was present at work yesterday — Sapa

Sixth miner dies in hostel fighting

The Argus Correspondent
JOHANNESBURG. — Another
Randfontein Estates miner was
killed and five were injured —
three seriously — in fighting at
the gold mine near Westonaria,
the Johannesburg Consolidated
Investment Company said to-
day.

Six miners have now been
killed and more than 70 injured
in disturbances at the mine in
a week.

Saturday night's fighting
took place at Cooke 2 hostel,
JCI said.

"Mine security intervened
and stopped the fight."

"The situation is calm again
and all employees reported for
work this morning."

450 miners fired

CAPE TOWN 213
25/1/88

JOHANNESBURG — About 450 miners were dismissed from Randfontein Estates gold mine at the weekend after violent clashes between rival groups of miners claimed five lives and hospitalized 70 people, a mine spokesman said. An uneasy calm prevailed yesterday, two days after security staff quelled the fighting.

Reports by Own Correspondent and Sapa

Six dead, over 70 injured in fighting

JOHANNESBURG — Another Randfontein Estates miner was killed and five others injured — three seriously — in fighting among employees at the gold mine near Westonaria at the weekend, Johannesburg Consolidated Invest-

ment Company said yesterday

Six miners have now been killed and more than 70 injured in disturbances at the mine in the past week

Two of the seriously injured have been admitted to Rand Mutual Hospital in Johannesburg

They are Mr Jikimtho Makhehle from Umata, Transkei, and Mr Theko Leuta

Fighting at the Cooke shaft 3 last week killed three and injured 67

JCI said the situation was once more calm and all employees had reported for work

About 450 mineworkers at the Cooke 3 hostel were dismissed last week after fighting recurred

The skirmish, which involved several hundred, broke out last Thursday — Sapa

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One miner's tale of war in the compounds

PETER Zazini, a stopeworker at the Randfontein Gold Estate Mines, is lucky to be alive

A victim of last week's "faction fight" at the Cooke 3 shaft of the Johannesburg Consolidated Investment-owned mine, a sharp instrument pierced Zazini's chest and left shoulder, just missing his heart

"I was in the mine kitchen with a few friends when somebody suddenly yanked me by the collar pulling me off my seat

"Without uttering a word, he plunged a sharp instrument in my chest I pushed him away and when I turned to run I felt a piercing pain in my shoulder," Zazini said, displaying two stitched wounds on his chest and shoulder

He doesn't remember much thereafter. The next thing he was lying in a mine hospital thinking how close he came to dying at the hands of people he alleged were members of the United Workers' Union of SA (Uwusa).

Speaking from a safe refuge, Zazini recounted the build-up to the violence that saw four workers dead and 67 injured, three of them seriously, in what mine management said was a faction fight

"This is no faction fight. It is a clear declaration of war by Uwusa on our (National Union of Mineworkers) members," he said.

Announcing the incident last week, JCI said the violence on the mine occurred when a "group of about 400 men, seemingly without provocation, launched an attack on approximately 150 employees who were in the liquor outlet at the time".

Zazini, however, disputes this.

Zazini and colleague Simon Thobela, a cleaner at the hostel showers, said last week's violence was the culmination of hostilities that have been brewing since last year's national mine strike.

"When we came back after the strike we found there had been some replacement employees.

"We were told by two senior officials, a Mr van Vuuren and a Mr Oosthuizen that the NUM no longer existed on the mine," Zazini said.

None of the NUM shaft stewards were re-employed after the strike.

A few weeks later a fence was erected between two sections of the hostels and the workers were told that the one section would be strictly for Uwusa members, the other for NUM members.

The workers challenged the issue and, after intervention from the JCI head office, the fence was removed.

Some of Uwusa's shaft stewards were appointed "tribal representatives" (*indunas*) entitling them to carry rubber truncheons and to liaise closely with mine security.

NUM members then elected shaft stewards to liaise with management about members' grievances.

Towards the end of November, Zazini alleged, Uwusa members attacked NUM members in their sleeping quarters, but the attack was repulsed without any casualties.

A week later, an Uwusa member was killed when an explosive device exploded in his hands.

In December a police unrest report stated that a mineworker was killed when a homemade bomb exploded in his hands.

According to the police report, the man had hurled two bombs at a rival group, injuring several people.

A miner who was stabbed during the violence at Randfontein mine last week tells of the bloody war which has brewed ever since new recruits, mainly from Natal, were hired after last year's national strike By SEFAKO NYAKA

He was about to throw the third bomb when it exploded in his hands

NUM stewards then approached management and asked them to transfer certain Uwusa members, who were also "tribal representatives", to another shaft.

At a report-back meeting, the stewards were told that their meeting was illegal and they had to appear before a disciplinary committee.

Last week, when some 17 stewards reported for duty, they said they found that the clock-in machine rejected their cards.

They went to the mine security who told them to report to the manager's office

He told them there was no problem with their cards, but when they went back to try again they found some *indunas* waiting for them

About the same time there was a message on the mine intercom system that Zulu "tribal representatives" should not report for duty but should go to the manager's office.

At the clocking station, the NUM shaft stewards were allegedly forced into a mine security van and taken to a disused mine building where they were assaulted.

There were rumours that Uwusa would launch a fresh attack that evening.

"We were ready and at about 7pm we saw two groups attacking. We did not wait for them to reach our side of the hostels," said a worker who did not want to be named.

"There was fierce fighting and we managed to chase them into the mine security offices."

Teargas was fired at the NUM members from a mine security vehicle which was extolling the fleeing group, in *fanagalo*, to "*Buya tshaya yena* (Come and assault them)".

There were no further attacks.

Three white mine officials then moved into the hostels and shone torches in the faces of NUM members, looking for incisions.

Workers who were found with incisions on their bodies had their cards removed and told to report to management the following morning.

Thobela had no incisions and the following morning he went to collect his pay.

"I had just received my pay and was busy counting my money to see if it balanced with the pay slip when somebody grabbed it from me.

"I resisted and was stabbed in the arm in full view of the mine security and some Zulu tribal *indunas*. I fled for dear life," Thobela said.

JCI told the *Weekly Mail* they would respond in due course.

"The allegations have to be passed on to the mine manager and as soon as we get a response from him we will inform you," a company representative said.

Repeated attempts to contact Uwusa officials for comment this week were unsuccessful.

Shaft deaths: JCI denies claims

A SENIOR official of the Johannesburg Consolidated Investment Company has denied that two senior officials at Randfontein Gold Estate Mine told members of the National Union of Mineworkers that the union no longer existed on the mine.

Responding to NUM's version of events that led to the killing of four workers and the injuring of 67 others at the Cooke 3 shaft last month, KW Maxwell, managing director of JCI's gold division, also denied that United Workers' Union of South Africa (Uwusa) shaft stewards were appointed tribal representatives (*indunas*) entitling them to carry rubber truncheons and haise closely with

mine security. "For the record we wish to point out that the company has no access or recognition agreement with Uwusa and therefore no shaft stewards have ever been elected or appointed to these positions," Maxwell said.

"The reference made to the 17 stewards who reported for duty and were allegedly forced into a mine security van and taken to a disused mine building and were assaulted, is totally inaccurate.

"These persons were in fact called to a disciplinary hearing for evicting and intimidating an employee and subsequently obstructing working operations," he said.

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Court upholds mine dismissals

ALAN FINE

The Industrial Court has refused a NUM application for the reinstatement of 73 former President Brand gold mine employees dismissed during the August wage strike

Anglo American said 47 essential-service workers had been dismissed after ignoring an ultimatum to return to work. An agreement between NUM and the mine provided that workers in that category could not strike.

Another 26 officials, whilst members of the NUM, were employed in job categories covered by an existing agreement between the Chamber of Mines and officials' associations.

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CAPL Times 22/1/88

4 die in mine faction fight

JOHANNESBURG — Four people were killed and 67 injured in a faction fight involving about 550 Randfontein Estates Gold Mine workers yesterday evening

A statement from Johannesburg Consolidated Investments said the incident occurred at a liquor outlet at the Cooke Section Number 3 shaft hostel at the mine

"It is estimated that a group of between 400 and 500 employees, seemingly without provocation, launched an attack on approximately 150 other employees who were in the liquor outlet at that time," the statement read

Of the 67 injured, three are in serious condition in the Rand Mutual hospital. All 67 were hospitalized

In other incidents of unrest, two black youths were arrested after a school was stoned by a group of people at Ikageng (Potchefstroom), a man and a woman were slightly injured and extensive damage was caused to a house at Hammarsdale at Maritzburg by arsonists, and property was badly damaged and a woman was injured at Mafakatin, also at Maritzburg, when a group of blacks set a house alight and stoned two other dwellings. — Sapa

THE National Union of Mineworkers and a number of mines agreed to submit disputes over the dismissal of union members in August, 1987 to arbitration.

A statement by Anglo American Corporation said this week that agreement was reached between the NUM, Vaal Reefs, Western Deep Levels and Free State Consolidated Gold Mines.

They agreed to submit the disputes between NUM and the mines arising

out of the dismissals and non re-employment of NUM members for determination.

The adjudicator would be W Schreiner SC, with the hearing beginning on March 1 to April 8 and would be resumed at a later date, if not finalised.

Each party would pay its own costs and would share that of the adjudicator.

The ex-employees were dismissed from August 19 to 30 last year and discharged from Freddie's Mine after August 30, with the exception of those named in a notice.

The notice should cover only those whose applications, under Section 43

(The "status quo" provision) of the Labour Relations Act were pending, with certain exclusions, as well as those who were dismissed for misconduct during the strike that began on August 9, 1987.

A mutually acceptable inquisitor would determine whether employees committed the misconduct that formed the basis of their dismissals.

"In regard to those ex-employees where the misconduct is held to have justified dismissal, the dismissal will be upheld."

The memorandum of the agreement was signed on December 21 and released this week - Sapa.

Political comment and newsbills by ZB Molefe. Headlines and sub-editing by J Swift, all of 204 Eloff Street Ext, Johannesburg.

NUM can't ask questions

NUM representatives were refused permission yesterday to address questions to witnesses at the inquiry into last August's accident at the St Helena goldmine.

A NUM representative said the Mines and Works Act gave to parties who may be accused of responsibility for accidents the right to cross-examine witnesses.

However, in the past inspectors had used their discretion to allow other interested parties, including the NUM, the opportunity to address inquiries.

The inquiry, which opened briefly

ALAN FINE

in September, resumed on Wednesday. The accident killed 63 people, most of whom plunged in a cage to the bottom of the mine's number 10 shaft after an explosion at an intermediate pump station 695m underground.

Evidence has been given this week by representatives of the company which sank the shaft between 1984 and 1986. One told the inquiry the sinkers encountered methane gas at three points, including at the level where intermediate pump station was situated.

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Arbitration begins ~~1/27~~ ~~1/27~~

ARBITRATION to decide the fate of thousands of National Union of Mineworkers members dismissed by Anglo American Corporation during the August strike was due to begin in Johannesburg yesterday.

The gold mines involved are Vaal Reefs, Western Deeps and Freegold. Mr

William Schreiner, SC, 213 will preside over the hearings which are expected to last for 10 weeks.

Mr Schreiner will hear disputes over the dismissals and the non re-employment of an estimated 18 000 strikers at the three mines.

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Somerset

NUM strike: Hearing begins

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THE hearing in terms of the December 21, 1987 agreement between the National Union of Mineworkers and mines administered by the Anglo American Corporation following the dismissal of workers during the strike last year, opened in Johannesburg yesterday.

Advocate W Schreiner, SC, is the adjudicator Mr John Myburgh is appearing for the Anglo mines Vaal Reefs Exploration and Mining Co Ltd, Western Deep Levels and Free State Consolidated Gold Mines

Mr Martin Brassey, assisted by Mr J Strauss, is appearing for the NUM

The applicant is suing on its behalf and those of its members who were dismissed between August and September last year Altogether 38 000 workers were involved

Unrest

In the statement of the case, it is submitted that in and during September the dismissed employees tendered to return to their employment but the respondents (AAC) refused to reinstate, alternatively re-employ them before September 12

It further states that because of the dismissal and failure to reinstate the employees they had been adversely affected

The employment opportunities, work security, economic and social welfare of the employees had been prejudiced or jeopardised

Labour unrest had been or may be created and the relationship between the applicant, its members and the dismissed employees on the one hand and the respondents on the other hand had been or may be detrimentally affected

"In consequence, by dismissing the employees, alternatively by failing to reinstate or re-employ them before

SAPA

September 12, the respondents have committed unfair labour practices," the statement said

On January 5 this year the applicant and the respondents submitted the dispute to adjudication

The respondents admitted yesterday that during August 18 to September 1987 about 38 000 employees were dismissed at the three mines

Refused

"During May, 1987 the applicant and the Chamber of Mines commenced their annual negotiations on the question of wages and other conditions of employment

The parties were unable to reach an agreement on wages and hours of work and the applicant declared a dispute and applied for the appointment of a conciliation board

"A conciliation board was appointed but was unable to resolve the wage dispute, the applicant having refused the final offer on wages and other conditions of employment

"The applicant gave notice of its intention to call for a strike of its members in order to induce the Chamber to accede to its wage demands

"After holding a ballot among its members the applicant instructed its members to commence a strike on August 9 at the mines administered by Anglo American Corporation"

(Proceeding).

Hearing held on fairness of dismissals

213 Blom 11/3/88

NUM chose Anglo as 'a soft target'

THE dismissal of strikers represented employers' only effective means of ending a strike and the Industrial Court was wrong to downplay and emasculate this right in last month's Sentrachem judgment, counsel for Anglo American told a private adjudication hearing yesterday.

The hearing, presided over by advocate William Schreiner, is to determine the fairness of the dismissal of 18 000 Vaal Reefs, Western Deep Levels (WDL) and Freegold employees during last August's wage strike.

John Myburgh SC told the hearing, attended by about 100 NUM members and 40 members of Anglo head office staff and mine management, the NUM had selected Anglo as a soft target for strike action.

Anglo wages were higher than

ALAN FINE

the rest of the industry's, as acknowledged by a union research document. The NUM had miscalculated in hoping Anglo would capitulate early on, as in previous years when it had split with its Chamber of Mines counterparts and made a higher offer, he said.

Coercion

The mines' case would also rest on allegations around the conduct of the NUM and its members before and during the strike.

Myburgh said the union had bargained in bad faith. He outlined a series of alleged examples of coercion and violence before and during the strike. He said damage to property and the discovery of homemade weapons during a sit-in by 2 400 workers at WDL would figure

prominently in the hearings.

Martin Brassey, for the NUM, said the union would argue many of the workers were forced underground through the use of rubber bullets and teargas, and made weapons because of apprehension about further violence against them when they returned to the surface.

Myburgh added the union had the opportunity to settle the strike on August 26 on the same terms it accepted later that week. It was in the interim that most dismissals had occurred.

By contrast, he said, employers had done their utmost to settle the dispute and to eliminate violence.

The first witness, rock mechanics expert David Arnold, described damage to underground workings at Western Deep Levels due to an absence of maintenance work during the strike.

Miners make Anglo pay for dismissals

By HILARY JOFFE

SOME 9 500 miners dismissed in last year's wage strike are to be reinstated in terms of a settlement reached between the Anglo American Corporation and the National Union of Mineworkers yesterday.

The NUM estimates that the agreement, which also makes provision for notice and severance pay for those not re-employed, will cost Anglo R60-million, making it the largest settlement of its kind in South Africa.

"The agreement is a major concession by the country's largest corporation that dismissal is not the appropriate response to a lawful strike," the

NUM's Marcel Golding said. In terms of the settlement, Anglo gold mines will offer jobs to half the 18 000 workers dismissed during the strike and not re-employed, and Anglo coal mines will offer jobs to 500 of 1 600 such workers.

These workers will receive compensation for the period they were out of work. Workers not re-employed will receive one month's notice pay and severance pay. In effect, the NUM says, the settle-

ment means no workers have been dismissed for participation in the 1987 strike.

The settlement is likely to have an important influence on future bargaining relations between Anglo and the NUM — this year's round of wage negotiations begin in May.

An important feature of yesterday's settlement is that the union and the mining house have both agreed to ne-

gotiate a code of conduct and a procedure for resolving disputes arising from individual dismissals.

Negotiations over mine violence broke down during the strike.

According to Anglo's Michael Spicer "AAC has long held the view that such a code will address the problems which have concerned it in labour relations over the past couple of years, namely those of workplace violence, coercion and union ac-

countability". NUM and Anglo had agreed to an arbitration hearing, presided over by W Schreiner SC and empowered to act as an industrial court. The two parties settled after two days of the arbitration hearing.

A significant advantage of the settlement is that it covers all the dismissed Anglo workers, whereas a decision by the arbitrator would only have covered union members.

Anglo sacked some 40 000 workers during the strike but 25 000 were subsequently re-employed

'Pay' definition must be agreed

21/3/88 (213) Blaw

ALAN FINE

DIFFERENCES between the National Union of Mineworkers and Anglo American over the meaning of the word "pay" in last week's massive dismissal settlement could lead to a new round of arbitration — over the interpretation of the agreement.

The disagreement also explains part of the discrepancy between the parties' widely differing estimates of the value of the settlement. Anglo said it was expecting the deal to cost R35m, while the NUM put the figure at R60m.

NUM assistant general secretary Marcel Golding said the union believed financial settlements should be based on workers' cash earnings plus non-monetary benefits — the cost of board, lodging and other fringe benefits. The latest Chamber of Mines figures put the value of these at R164 a month. Golding said the mining houses always used the all-inclusive figure at wage negotiations and he assumed the same applied here.

However, Anglo gold and uranium division spokesman Michael Spicer said the word "pay" clearly referred only to cash earnings.

Last week's agreement includes a provision that alleged breaches or unfair implementation of the agreement be referred to a joint NUM/Anglo committee, and, in the event that it cannot be resolved there, to a neutral umpire.

Redundant employees are to receive at least 18 weeks pay in notice, compensation and severance pay, depending on length of service. Re-hired workers will receive at least 10 weeks "compensation" pay.

A further explanation for the discrepancy between the two sides' estimates is that, unlike Anglo, the NUM has worked on the assumption that 2 600 workers facing disciplinary inquiries will win their cases and thus, eventually, receive redundancy packages.

Spicer explained there were numerous unknown variables which make it impossible to give an accurate estimate of the total value of the settlement.

Assuming all workers take up the job offers and payments due to them, a R600 average cash monthly wage (the chamber figure of R570 plus about another 5% to take into account higher wages at Anglo) and average service of four years — Business Day estimates the value of the package at R39,25m.

However, the NUM claim on non-cash benefits would increase the package by R10,65m. In addition, were all workers facing disciplinary inquiries to win their cases, this would represent a further R5,2m to R7,6m.

percent from 13,9 percent
stage, margins were up to
Dapa-reuter

AECI affected by miners' strike

23/3/88 Star
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Finance Staff

The miners' strike last August made a substantial financial impact on AECI's results, chairman Mr Gavin Relly reports in the chemical and explosives giant's 1987 annual report

Discussing AECI's performance for the year to December, he says that although substantial increases in domestic sales were achieved in plastics and speciality chemicals last year, performance in the second half was adversely influenced by two factors.

Firstly, the miners' strike, which resulted in reduced sales of explosives, accessories and a wide range of chemicals and, secondly, lower agricultural activity, which caused a 10 percent reduction in fertiliser sales.

"But for these two factors, overall earnings for the year would have shown a further 6 percent increase," Mr Relly says AECI's earnings per share last year were up 21 percent to 138c

This rise follows on a 16 percent increase in group turnover to R3,276 billion, reflecting an improvement in domestic sales

volume of seven percent and a marginal increase in export sales to R251 million

According to managing director Mr Mike Sander, profit margins came under pressure in several areas as the relative external strength of the rand, particularly opposite the dollar, increased competition from imports

The ordinary dividend was raised by 6c to 66c a share and the dividend cover increased from 1,9 to 2,1 times.

Mr Relly says. "The decision of the board to advance the dividend at a rate lower than the rate of earnings growth recognises the need to increase progressively the level of dividend cover in view of the high level of inflation prevailing and the difficulties foreseen in raising finance abroad."

On prospects for the current year, Mr Relly says indications are of moderate economic growth

"Given normal climatic conditions and reasonable stability in the social and industrial environment, it is expected that earnings will show a further improvement," Mr Relly says

Gazankulu chief criticises

COURT FINDING OVER DEATH OF 177 MEN

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Sowetan
25/3/88
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SEVEN Gencor employees were acquitted in the Witbank Regional Court yesterday on charges of culpable homicide and other related charges following the Kinross mine disaster in 1986 in which 177 men died.

However one of the accused, miner Mr Frederick Christoffel Viviers, was found guilty of two contraventions under the Mines and Works Act — failing to test for gas and failing to get written permission before doing welding work underground.

In judgment the Magistrate, Mr J V R Pietersen, said the State had failed to prove that the accused could have reasonably foreseen the "catastrophic situation" which occurred after a defective acetylene tank had set fire to a foam wall underground.

In acquitting the accused on alternative

SOWETAN Reporter

charged under the Mines and Works Act and mining regulations, Mr Pietersen said the State had not convinced the court beyond a reasonable doubt that the means available within relatively easy reach were not adequate in normal circumstances.

Torment

In mitigation for Mr Vivier, Mr Henne de Vos, said Mr Viviers had suffered torment as a result of his role in the Kinross disaster.

Both he and his wife had received threatening phone calls, and his children had been taunted that their father was "a murderer".

He had also been subject to much hostility underground, so much so that at one stage the mine had to stop him working there.

Mr Pietersen fined Mr Viviers R50 on each of the two charges of contravening the Mines and Works Act.

Mines unrest self-destructive

CAPE TIMES 31/3/88 (213) 134 (21)

THE 1987 strike on our gold and coal mines was a major event second only — in terms of trauma — to that great convulsion 65 years earlier. In 1922 the number of strikers involved was far fewer — about 25 000 compared to 230 000 last year — but the loss of life in 1922 was far greater.

There are in fact no real similarities between the two strikes but the differences between them may hold some lessons.

The 1922 strike got out of hand, the state intervened with the military, more than 200 people died, four strike leaders were hanged, 5 000 people were arrested, the government of the day subsequently fell from power and new labour legislation was introduced to accommodate the political consequences of the strike.

The new measure, the Industrial Conciliation Act of 1924, was an excellent piece of legislation with however one major flaw in seeking to allay white fears it explicitly excluded blacks. This established a basically sound but discriminatory framework for industrial relations because while blacks were not precluded from forming unions, they were not part of the statutory system — members of the club, as it were — and they operated in a twilight world for more than half a century until the Wiehahn Commission recommendations undoing the discrimination were accepted by the Government in 1980.

In 1922 the State found it necessary to get involved whereas last year it largely kept out of the fray. In 1922 the government may have had no option but to intervene on the scale it did because the strike developed into a full-scale re-

bellion — the Rand Revolt or Red Rebellion as it became known. This begs the question: are there currently forces at work heading us in the same direction?

If there are and if at some stage the Government is obliged to intervene with force on our mines or in our factories, the consequences may well be far more serious than what happened in 1922.

No doubt the Government must have considered inter-

vening in last year's strike when it became clear that violence was again rearing its ugly head. Because — let us make no bones about it — paralleled in time with the advent and growth of unionism for our unskilled and semi-skilled workers there has been a deeply worrying increase of violence and bloodshed on our mines.

In 1985 violence caused 32 deaths and 188 injuries. In 1986 this rose to 38 deaths and 243 injuries and in the brief period from December 1986 to February 1987 52 deaths and 763 injuries were reported.

During the month of the strike — August 1987 — 18 people lost their lives, 15 in clashes between strikers and non-strikers. It appears that 12

of the fatalities were employees not wishing to participate in the strike. In addition to these deaths, many hundreds of employees were injured.

That the Government — under these circumstances — did not intervene says a great deal for its restraint and for its faith in the industrial relations system and in the parties involved. A point not always appreciated is that the strike was in the end resolved through agreement and settle-

ment and not through force or curtailment of the parties' freedom. It was a victory for moderation and restraint and it was a victory for our industrial relations system, though the cost was high, to union members and to employers alike.

So if you ask me just where industrial relations is

heading in our country and in the mining industry in particular my answer must be that this would depend on whether management and workers set enough store by their relationship and the system under which they operate to want to protect it from intrusion whether by the liberation movements or by the Government.

If indeed the parties are pre-

pared to work positively to safeguard their system the Government can be kept out of it. Not that I am suggesting the Government has no role in industrial relations. On the contrary the role of the State is, first and foremost, to provide a framework in which collective bargaining can operate freely and democratically with minimum interference, and this appears to have been accepted.

But the catch is that labour law and the industrial relations system are limited in design and intent. They can only provide the preconditions for negotiation, compromise and peaceful resolution of disputes.

They cannot contend with violence, intimidation, murder and insurrection or serve the aims of revolutionaries. If the system is deliberately abused by these methods it will crack under the strain and the Government will sooner or later intervene.

It would be ironic if emergent unions, by brutalizing a tried and trusted system which has gained them genuine power in the industrial decision-making process, were to destroy both the system and a power base on which so much more could have been built.

There has already been a clamp down on Cosatu — luckily not on the Cosatu affiliates with whom the employers must negotiate. I am prepared to read this as a welcome sign that the authorities still have faith in the collective bargaining process as such and I hope we will prove that faith to have been justified.



EXTRACTS from an address by the president of the Chamber of Mines, MR NAAS STEENKAMP, in Johannesburg this week

Anglo-NUM pay gap

Anglo American Corporation and the National Union of Mineworkers (NUM) last week failed to agree on the meaning of the word "pay". Such an agreement is central to implementing the March 17 adju-

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dated settlement between them over the fate of the 18 000 strikers dismissed last August. As the FM went to press, Anglo was due to tell the union formally how it interprets the settlement and how, accordingly, it intends implementing it.

Anglo's Gold and Uranium Division spokesman, Michael Spicer, says the company is sticking to its view that pay refers to "cash earnings" only, and not the additional benefits, worth around R164 a month, that miners receive in the form of board and lodging and which the union wants included in the deal.

The discrepancy leads to a massive difference in the amount the parties reckon will be paid out in terms of the settlement. Anglo is looking at about R35m, whereas the union's calculation is R60m. Either way, it is the biggest ever compensation for dismissal in South African labour history.

"Coupled with the Sentrachem judgment" (*Current affairs* March 4), says NUM assistant general secretary Marcel Golding, "this is a major concession by capital that dismissal is not an appropriate response to lawful strikes. The message should be clear to employers — there's a high price to pay for dismissing workers."

Unless the NUM backs down on the pay question, it seems likely that a "neutral umpire," in terms of the settlement, may have to be called in to adjudicate. The wrangle is holding up implementation of the rehiring process.

The settlement entails the reinstatement of 9 500 of the dismissed miners, who will receive at least 10 weeks' pay; and some 18 weeks' pay for about 6 000 workers who are not to be rehired. The rehiring offers will be made to groups of 3 000 gold miners over three, three-month periods, with those rehired last receiving a month's additional payment.

Anglo's coal subsidiary, Amcoal, is to re-hire 500 of the 1 600 dismissed coalminers by mid-June. Some 6 000 have effectively been retrenched as a result of rationalisation, but will receive 18 weeks' pay.

Concerning the 2 400 workers not re-employed because of misconduct at Western Deep Levels' Number 3 shaft, only those found to have been unfairly dismissed will qualify for financial benefits agreed upon.

The company regards Clause 8 of the settlement, which requires the parties to formulate a "code of conduct" regulating strike activity and an agreement to deal with individual dismissals, as historic. It will attempt to lay down guidelines for problems of violence and intimidation during strikes, as well as union accountability. ■

Strike settlement breached NUM

An urgent National Union of Mineworkers (NUM) application alleging that Anglo American breached a recent strike settlement has been filed in the Rand Supreme Court.

The dispute has its roots in the strike settlement reached between Anglo and the union on March 17.

In terms of the settlement, 9 600 workers who were dismissed during last August's strike will receive job offers.

If they accept, they will receive compensation.

The settlement also stipulates a minimum payment of about 18 weeks' pay to 10 000 workers who were not re-employed.

At question is the definition of the word "pay" in the settlement.

NUM claims the word embraces the value of fringe benefits, a definition Anglo has rejected.

An Anglo spokesman said an amount of about R20 million was involved.

Death threat in mine strike

20/4/88

SIPHO NGCOBO

(213)

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AN ANGLO American Western Deep Levels mine official said he was threatened with death by black miners underground during a strike last year.

"They said they wanted to be taken out with guns as they had been forced underground with guns," said Martinus Potgieter, testifying before the Inquisitorial Proceeding regarding last year's dismissal of 2 600 workers by Anglo American.

JCI mines continue their post-strike revival

REINIE BOOYSEN

JOHANNESBURG Consolidated Investments (JCI) has continued its revival for the second quarter running, since strike action severely hampered mining activities at both its gold producing operations in the September quarter. Randfontein and Western Areas' gold operations showed 19,8% profit growth for the March quarter. Director Ken Maxwell says "We're slowly clawing our way back up. We have experienced less labour-related problems this past quarter with only one major incident at Cooke Shaft No 3". Like most of the other mining

houses, JCI will also be affected by MTC. The house calculates that it will be liable for R11m for both mines on September 30. At RANDFONTTEIN a 13% rise in yield, and a virtually unchanged turnover in ore milled, boosted production by 13%, or 806kg, and revenue a ton by 11% to R101,73. The better yields are a result of the 116 000t increase in treatment of underground material. Randfontein started treating surface dumps in order to keep the mills running at full capacity during last

year's strikes. However, this resulted in a 10% rise in working costs a ton, which offset the higher grade. Grade is expected to move above the 4g/t level this year. Randfontein's 41% increase in capital commitments reflect the major expansion development at Doornkop. Development rates increased by 14% to 6 140m. WESTERN AREAS reduced its loss from R10,749m to R2,854m, denoting a recovery after two fires caused a disastrous 14-day interruption of production during the previous quarter.

The mine's improved bottom-line is the result of increased production of uranium and gold, and a cost-cutting drive which resulted in a 9% drop in cost a ton. Maxwell says the grade at the mine has risen for three months running, "and we hope to see it continue". He also believes costs can be reduced further. The house is hoping to come in under the R42m forecast capex. It also hopes to complete the dewatering of the Gembokfontein Dolomitic compartment before the end of the year. Development increased 7% to 4 358m.

JCI Gold Mines	Tons Milled '000s	Yield g/t	Gold produced kg	Costs R/t	Costs \$/Oz*	Costs R/kg	Revenue \$/Oz*	Revenue R/kg	Net Profit R000s	Profit after Capex R000s	EPS after Capex cents
RANDFONTTEIN	2 046	3,4	6 956	65	291	19 207	454	29 923	69 927	31 417	513,9
December	2 050	3,0	6 150	60	310	19 867	476	30 504	66 731	29 765	486,9
WESTERN AREAS	898	3,33	2 990	107	487	32 113	456	30 090	(2 854)	(11 558)	(28,7)
December	872	3,3	2 878	99	553	35 427	469	30 057	(10 749)	(17 061)	(42)

* Standard Bank average exchange rate R/\$=R2 052 for March Quarter

Withbank Colliery lowers dividend

LIZ ROUSE

WITBANK Colliery has dropped its interim dividend by 20c from 175c to 155c, in line with market expectations and forecast.

Anglo 'rounded up, teargassed' strikers

Own Correspondent

JOHANNESBURG. — A miner described on Friday how a group of black miners were rounded up with armoured vehicles, teargassed, shot at with rubber bullets and driven to work at gunpoint by Anglo American's Western Deep Levels security personnel during last year's strike.

Mr Ben Felanto, described as a respected member of the National Union of Mine Workers (NUM), was testifying before Mr Jules Browdie, SC, in an inquisitorial proceeding regarding the dismissal of 2 600 workers last August.

Mr Felanto, who was vice-chairman of the shaft committee at the time of the strike, told the court he was hit with the butt of a gun, kept for a night under arrest and later taken to the Carletonville police station, where he was detained for a week without trial.

The case has been postponed until a date to be decided.

Anglo denies forcing workers

Bl day 26/9/88

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ANGLO American has denied allegations by a black miner that security staff at Western Deep Levels last year rounded up striking black miners with armoured vehicles, tear-gassed and shot at them with rubber bullets and forced them to go to work.

Testimony by Ben Felanto at the inquisitorial proceeding regarding the dismissal of 2 600 workers last August came under intense cross-examination by advocate Robert Nugent for Anglo. Felanto was vice-chairman of the shaft committee at the time of the strike.

Nugent put it to Felanto that mine security had moved into Hostel 3 to protect workers who wanted to work and that they did not force workers underground.

"They also moved in because some of the workers had declared that they had taken over the kitchen. Is that correct?" asked Nugent.

Felanto said it was correct that some of the miners had declared they had taken over the kitchen, but denied that mine security guards en-

SIPHO NGCOBO

tered the hostel to protect those who wanted to go to work.

"If the security guards came to protect us, why did they arrest me?" asked Felanto.

His question prompted a comment from Jules Browde SC, who is chairing the proceeding: "That is what I would like to know from you."

Felanto said: "Not even the policemen at Carletonville police station knew what the charges against me were."

Nugent put it to Felanto that he (Felanto) knew very well the reasons for his arrest — that he had tied up and held captive one of the mine officials.

Felanto denied the allegation.

But he admitted under cross-examination that a number of workers marched onto the mine premises and hoisted an NUM flag.

A date has yet to be set for the case to continue.

2 killed in mine violence

Two miners were killed and 22 injured when sporadic fighting broke out among workers at the Matla coalmine in the eastern Transvaal on Wednesday night.

The deaths follow two days of protests at the mine against the Labour Relations Amendment Bill.

Mr Hans Smith, managing director of Trans Natal Corporation, said yesterday that the fighting began between small groups of workers at the company's hostel near Kriel.

Seven of the injured were admitted to Winkelhaak Mine Hospital in Evander.

One of the men was later discharged.

The other 15 injured were treated at the mine.

The mine's activities were suspended until the situation returned to normal.

Two killed

TWO employees of Matla Coal Limited died and 22 were injured on Wednesday night in sporadic fighting between small groups of workers at the company's hostel near Kriel, Matla Coal said in a statement yesterday.

Sowetan 17/5/86

(22/2)

WJ Meul 13-19/88

Two die in mines demo

Bloody clashes
between union
and non-union
miners during
labour protests

By EDDIE KOCH

TWO workers at Matla colliery in the eastern Transvaal were killed this week in clashes between union and non-union members as thousands of black mineworkers staged demonstrations in protest against changes to the country's labour laws.

The National Union of Mineworkers (Num) reports that its members have been demonstrating against the Labour Relations Amendment Bill on gold mines and collieries in the Free State and eastern Transvaal.

At Anglo American's huge Vaal Reefs gold mine near Klerksdorp, which employs some 40 000 workers, the union reports that miners staged underground demonstrations and distributed pamphlets opposing the Bill.

Num general secretary Cyril Ramaphosa told the *Weekly Mail* that up to 18 000 workers were involved in the demonstrations on mines owned by Anglo American, Gencor, Goldfields, JCI, Rand Mines and Eskom.

But an Anglo representative said he had not received any reports of worker demonstrations on the group's mines, including Vaal Reefs.

Gencor spokesman Harry Hill said last night that he had also not received reports of protests on Gencor-owned mines, other than Matla.

Goldfields representative Attie Roets said he had not been informed of any demonstrations.

"This is a spontaneous worker reaction against the Bill," said Ramaphosa. "It is quite clear that workers are not prepared to accept this draconian piece of legislation. These demonstrations are a sign that workers are determined to ensure this Bill is not put into effect."

A representative for the Matla colliery said two workers were killed in sporadic fighting between union and

●To PAGE 2

The contents of this newspaper have been restricted in terms of the Emergency Regulations

2/3

Two die in mine clashes

●From PAGE 1

non-union members at the mine hostel near Kriel. Another 22 workers were injured and the violence has halted production at the mine.

The protests, which erupted days before a special congress called by the 750-000-strong Congress of South African Trade Unions to protest against the Bill and the banning of 17 anti-apartheid organisations, appear to have hit all the major mining houses in the country.

At Matla mine, security has brought the fighting under control and management and worker representatives were yesterday locked in talks to try and resolve the conflict.

A Num shop steward at Matla claimed the dead workers were members of Inkatha who had opposed the "a peaceful demonstration" on Tuesday and attacked union members in their hostel on Wednesday night.

A management memorandum said the clashes occurred after Num members had prevented non-union men from using company transport in order to return to their hostels from the number 2 and 3 mines after the day shift on Tuesday.

The miners then marched back to the hostel, displaying Cosatu banners and protesting against the Bill. On Wednesday night "two non-union members were attacked and murdered".

Police are investigating the killings and the names of the dead men have not yet been released.

A Num official in the union's Klerksdorp office reported that the morning shift at the number 4 shaft of Vaal Reefs, the biggest mine in the

world, staged an underground demonstration and distributed pamphlets opposing the Bill.

Demonstrations at the mine's number 2 and 3 shafts have also been taking place since Wednesday.

According to reports received by the union, the President Steyn, Saaiplaas, Western Holdings and Harmony gold mines and the Ernest Oppenheimer mine hospital have been hit by demonstrations in the Free State.

In the eastern Transvaal the union reports that demonstrations have taken place at the Matla, Tavistock, Phoenix, South Witbank, Vandyksdrift, Wolwekrans, Douglas, Blinkpan, Arnot, Kriel and New Clydesdale collieries.

Members of the National Union of Metalworkers of South Africa (Numsa) on Tuesday staged lunch-time demonstrations against the labour Bill, while four unions affiliated to the International Metalworkers' Federation were holding annual negotiations to discuss wage increases and differences of opinion over the Bill.

The four unions have declared a dispute with the Steel and Engineering Industries Federation of South Africa after failing to agree on wage increases and the parties are deadlocked over the issue of the Bill, with the IMF unions claiming that management had refused to withdraw their support for the proposed law.

The country's two biggest labour federations are bitterly opposed to the Bill, which they claim is intended to roll back gains that organised workers have made in the last 10 years.



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ople's lives remains."
See PAGE 16

Two die in coal mine violence

TWO Matla Coal employees died and 22 were injured on Tuesday night in sporadic fighting between small groups of workers at the company's hostel near Kriel, Matla Coal said.

Seven of the injured were admitted to the Winkelhaak Mine Hospital at Evander. One has since been discharged and the other six are in a satisfactory condition.

The violence has been brought under control by mine security personnel, but the mine's activities have been suspended until the situation returns to normal.

Discussions between management and workers are being held to establish the cause of the problem and to resolve it as soon as possible. Police are investigating — Sapa

(213) (217) 8/20/88 13/5/88

APR 7 1985 14/5/85 (213) (17/2)

2 killed in faction fight

JOHANNESBURG. — Two men were killed and 24 injured when faction fighting broke out between workers belonging to several different tribes at the Malta coal mine in Kriel on Wednesday night, police said yesterday

Mine security officials intervened and stopped the fighting. Three men were arrested

At KwaThema, near Springs, a group of people set alight a vehicle belonging to a private security firm. Damage was extensive

In the Queenswood industrial area, Durban, a group stoned and damaged two delivery vehicles — Sapa

Gencor reopens mines after reorganization

Own Correspondent

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JOHANNESBURG — Gencor's Trans Natal Mining is today expecting to reopen two of the three mines at Matla, near Kriel, which were closed last Wednesday after fighting between groups of miners, GM (Operations) Mr Piet Henderson said at the weekend.

Between 300 and 400 workers, largely non-union members, demanded to be removed from Matla and temporarily accommodated on another mine, after two miners were killed and 22 injured, Mr Henderson said.

He said the mines were shut when the 400 refused to return to work and sporadic incidents of fighting continued to occur underground on Thursday.

Negotiations with both the National Union of Mineworkers (NUM) and the 400 were under way as was an investigation to determine the cause of the fighting.

Mines may be re-opened

JOHANNESBURG — Gencor's Trans Natal Mining was today expecting to re-open two of the three mines at Matla near Kriel which were closed last Wednesday after fighting between groups of miners, the firm's general manager (operations), Mr Piet Henderson, said at the weekend.

Between 300 and 400 workers, largely non-union members, demanded to be removed from Matla and temporarily accommodated on another mine, after two miners were killed and 22 injured, Mr Henderson said.

The mines were shut when the 400 (almost 20 per cent of the work-

force) refused to return to work, and sporadic incidents of fighting continued to occur underground last Thursday.

Negotiations with both the National Union of Mineworkers and the 400 were underway, as was an investigation to determine the cause of the fighting, Mr Henderson said. — DDC

Mines mostly unaffected but ...

Widespread stayaway in major cities

THE mining industry was the notable exception to the widespread stayaway action that hit the main industrial centres of SA yesterday on the first of three days of protest called by the country's two largest trade union federations.

In a survey, the Labour Monitoring Group, which comprises academics at English-language universities, found a 79% absenteeism rate in the PWV area (although it was lower in Pretoria than elsewhere), 67% in the Durban region and 64% in Maritzburg.

Most employers said they were implementing a policy of no work, no pay and no penalty, which the LMG found surprising in the light of numerous reports of "hardline" employer responses.

The LMG said statistics provided by Sats and bus corporations showed at least 1.9 million people did not travel to work yesterday.

"This makes it the biggest stayaway in SA history," a spokesman for the monitoring group told Reuter.

Assocom manpower secretary Vincent Brett said there was enormous re-

Business Day Reporters

gional disparity in stayaway figures. These ranged from 5% to 10% in the Western Cape to 20% in Pretoria and 80% in Johannesburg.

FCI spokesman Gerrie Bezuidenhout reported high absenteeism at members' plants in Port Elizabeth where the motor industry has closed down for the three days, 60% in the Border/East London area, and up to 60% in Maritzburg. Other reports put the absentee rate in PE lower — at 20%.

Seifsa director Brian Angus said the stayaway in the metal industry was extensive in the PWV area, affecting 90% of operations, and moderate in Natal and PE. In many cases workers living in hostels reported for duty while those living some distance from work were unable to obtain transport.

He said a number of companies had applied for interdicts to compel employees to attend work and had decided to take disciplinary action against participants.

The day passed relatively peacefully.

● To Page 2

Widespread stayaway in major centres

However, there were reports of a small explosion at Dube station in Soweto after midnight, a burned-out railway coach at Kattlehong and a fire that gutted the Umgababa railway station. No body was injured.

Putco and Sats spokesmen said passenger loads were running at up to 90% below normal on the Reef, and few minibus taxis were seen on the streets.

Department of Education and Training spokesman Peter Mundell said attendance at Soweto schools by students and teachers was close to nil.

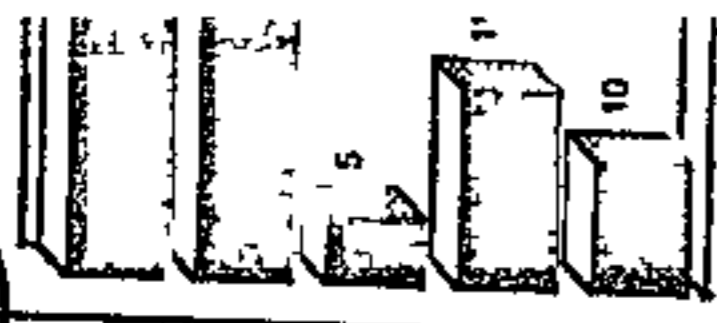
But the mining industry reported minimal absenteeism yesterday. The Chamber of Mines said 9 000 of the 550 000 workers employed by member mines stayed away. These included one goldmine — Gencor's Grootvlei — three diamond mines (which a De Beers

spokesman declined to name), one anti-mony mine and six collieries.

Union sources said the absence of action at the mines could lead to recriminations within Cosatu. The National Union of Mineworkers had been one of the strongest protagonists of the protest plan, against the opposition of some affiliates which argued for a more cautious approach.

Wits University industrial sociology professor Eddie Webster pointed out yesterday miners had never participated in political stayaways in large numbers. He attributed this to the high proportion of foreigners and migrants in the workforce who had not been integrated into urban political issues.

● From Page 1



... marched force intervened, but Emergency regulations make it illegal to give details of Security Force action

●To PAGE 3

War toys — an Owambo child in Ruacana with an army flare picked up in the veld

Picture: JOHN LIEBENBERG

Thousands of De Beers miners down tools

THOUSANDS of diamond miners in Kimberley chose June 16 as the day to launch a legal strike over the refusal by De Beers to give them the day as an unpaid holiday.

Cyril Ramaphosa, general secretary of the National Union of Mine-workers (Num), yesterday said all 9 000 workers at De Beers' mines had downed tools and would stay out until the company granted the holiday. The workers voted to strike after manpower minister Pietie du Plessis had failed to appoint a conciliation board to resolve the dispute, which arises out of last year's annual wage negotiations.

A statement by De Beers said workers at two of its mines had called off the strike after reaching agreement with management. The extent of the strike on the remaining mines ranged from "about a 60 percent turnout to work to a full stayaway".

W/Mail Weekly Mail Reporter 17-23/6/88

Num said the union had received no reports of mine security or police action during the strike. De Beers and the union have been negotiating for a paid holiday on May 1 and June 16 since last year.

Num applied for a conciliation board after talks deadlocked, and its members downed tools when the minister failed to appoint one.

Num rejected a last-minute offer by management to grant June 16 as an unpaid holiday on condition that the union drop demands made in current wage talks for March 21 and October 1 (Kinross Day) to be made holidays.

De Beers has granted May Day as a paid holiday.

THE CONTENTS OF THIS NEWSPAPER HAVE BEEN RESTRICTED UNDER THE STATE OF EMERGENCY

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26/6/88

MANPOWER MIRROR by ROBYN CHALMERS

Mines and workers play it cool this year



Cyril Ramaphosa ... softer line after last year's bruising

maphosa was quoted as saying it was "the costliest in the history of SA". True enough. It cost the mines an estimated R400-million in forfeited gross revenue. Total SA gold production in 1987 fell to 605 tons from 640 in 1986, half of which loss can be attributed to the strike. Labour accounts for about half of a mine's total costs. The chamber is constrained by a stagnant gold price and costs per ounce that now exceed certain Australian and North American mines.

The gold mines have turned in poor results this year, output by all producers falling. If there is a strike this year, analysts believe the chamber will resort to dismissals.

Shaft stewards

The 1987 strike cost Num about 40 000 supporters, an estimated 4 000 of which were shaft stewards. A report at Cosatu's special congress in May shows that Num's

The chamber responded to the 40% increase demand with a 10,5% offer which its spokesman, Johan Liebenberg, said was negotiable. Num rejected it.

Num assistant general secretary Marcel Golding said that not only was the chamber's offer less than the 12% it proposed last year, it was below the 13,5% inflation rate. He argued that "effectively, this will mean that workers are going to take a cut in wages."

Costliest

After further negotiations, the offers narrowed to 27% by Num and 12% to 15% by the chamber.

The declared deadlock came as a surprise this week, as chamber sources have declared the talks to be "far more amicable this year than last".

Both Num and the chamber are playing it tough for the time being, but industry sources doubt that either will match words with action. After last year's strike, Mr Ra-

ment of a conciliation board. Num, SA's largest trade union representing 250 000 workers in the coal and gold mines, put forward an interesting opening proposal for the vital wage negotiations.

The union came down from its opening demand of 55% across-the-board wage increase last year to 40% this year. More noteworthy, however, is the demand for a minimum wage of R350 a month.

The figure is way below the University of SA's 1987 minimum living level of R427,70. But Num has based its demand on the minimum which exists on the mines.

According to a research team, Anglo American and JCI are the highest payers at R289 for surface work and R330 for underground. Next is Rand Mines at R277 and R319, then Gencor at R252 and R300 with Gold Fields the lowest at R240 and R282.

The chamber argues that the average wage is about R500, including board and lodging worth about R150 a month.

EVEN though deadlock has been declared in negotiations between the Chamber of Mines and the National Union of Mineworkers (Num), mining sources say neither party can afford another strike this year.

Last August's strike cost them both too much. Num declared an official dispute on the chamber's offer of increases of between 13% and 16,5% at a meeting on Wednesday.

Num is demanding 22% across the board and is sticking to its R350-a-month minimum wage.

Highs and lows

There has been no agreement on Num demands that June 16 be a paid holiday, and that improvements be made to annual leave.

Num general secretary Cyril Ramaphosa is to apply to the Manpower Minister for the establish-

Strikes hit De Beers

ALAN FINE

THREE of De Beers' five SA mines were hit by strike action yesterday in a dispute over public holidays, a company spokesman said

However, he added, it would become clear only today whether the strike, called by the National Union of Mineworkers (NUM), was planned to continue after June 16

The legal strike arose from NUM demands for four paid holidays — May 1, June 16, March 21 (Sharpeville Day) and October 1 (Kinross Day) De Beers agreed to May 1 as a paid holiday and yesterday as an unpaid one, on condition the union dropped the other demands.

The spokesman said the response to the strike call ranged from 60%

to total at the three affected mines. At two mines agreement was reached late on Wednesday with local union representatives and the proposed strike was called off.

The NUM office was closed yesterday and spokesmen could not be reached for comment

Both the Chamber of Mines and the NUM revised their 1988 wage proposals at Wednesday's negotiation session, a chamber spokesman said. He declined to give details. Before this week's talks the NUM was demanding a 27% across-the-board increase, while employers had offered 12% to 15%

(213) B/day

Kinross inquiry slammed

TUESDAY'S three-hour inquiry into the Kinross disaster would do little to allay National Union of Mineworker (NUM) members' concern over the safety of working conditions in mines, NUM said yesterday

"The impression that the inquiry was a token formality will do little to allay the union and its members' concern over the safety of working conditions in the SA mining industry," NUM health and safety officer Hazy Sibanyoni said

The inquiry took place at the Evander Club, 21 months after the disaster

NUM's legal representatives were refused the right to cross-examine any of the witnesses

The witnesses who testified were the same people who appeared in the Witbank Regional Court accused of culpable homicide

"At the inquiry the witnesses read out their statements and were subjected to minimal cross-examination by the presiding officer," Sibanyoni said — Sapa

213 B/day
30/6/86

CAPE TIMES 5/7/88

Mine dispute settled

JOHANNESBURG — The Chamber of Mines and the National Union of Mineworkers (NUM) reached agreement on the 1988 review of wages and other conditions of employment, a Chamber spokesman announced last night.

He said differences with the union, which led to the breakdown of negotiations on June 22, had been resolved without any changes in the 13% to 16,5% wage increases tabled by the

chamber

At the end of the June 22 meeting, the NUM declared a dispute and announced it would be seeking the appointment of a conciliation board

The chamber spokesman said that after the breakdown of the negotiations, attention was focused on the NUM's provident fund demands

Chamber negotiators submitted an offer which was accepted by the union.

CMP 11413 23/1/88
**Advocate upholds
mine dismissals** *213*

JOHANNESBURG —
An adjudicator advocate, Mr Jules Browde, SC, has upheld the dismissal of 1974 Western Deep Levels employees who took part in a sit-in during the August 1987 mine strike. However, he found the mine's refusal to reinstate a further 427 miners unjustified — Sapa

Detained elected to SRC

DURBAN. — A student, Mr Kavin Naidoo, who is detained by the security police in terms of the emergency regulations, was re-elected president of the Student Representative Council at the University of Durban-Westville. Mr Dennis Nkosi, also held under the emergency regulations, was re-elected one of the vice-presidents

Capt. Trimp 4/10/88 213

Workers locked out

JOHANNESBURG — Management of Gold Fields-owned Zincor mine on the East Rand yesterday issued two weeks' notice of its intention to dismiss about 600 workers who have been locked out since last Monday. The lock-out followed a wage deadlock at a conciliation board meeting on September 23.

Miner killed as police star 11/1/8 213 open fire on shop mob

A miner was shot dead, three were wounded and two policemen were injured when police dispersed a mob of workers who stoned them at Cooke Shaft in Randfontein on Wednesday, police said.

A Johannesburg Consolidated Investments spokesman said trouble at Cooke Shaft began when a storekeeper complained that people were selling liquor outside his shop.

"Police were called in and tried to disperse the crowd with rubber bullets and teargas. A shot was fired from the crowd after which police used lead bullets."

● Two people were killed in unrest in Natal on Wednesday, police said. A man was stabbed at Geordale and a man was shot dead by an unknown gunman at Shongweni. — Staff Reporter

Mine had reason not to reinstate workers

By Lloyd Coult
2-13-77

Allegations that mine management at the Western Deep Levels had forced workers underground in August last year were unfounded, an independent adjudicator appointed by Anglo-American and the National Union of Mine-workers has ruled.

Mr Jules Browde, SC, found on July 18 that the mine's reasons for dismissing 1974 workers from No 66 Level were well-founded.

Mine management alleged workers had done considerable damage to mine property underground, armed themselves with home-made weapons and threatened to kill white mine workers.

The mine was justified in not reinstating the 1974 workers.

No evidence was led by any of the miners to distance themselves from their actions or justify them, apart from Mr Ben Felanto, a union official.

These workers would not be entitled to any compensation in terms of an agreement between Anglo and the NUM.

MISCONDUCT

In the case of 427 miners at 100 Level, the misconduct had not warranted their dismissal and it was therefore unfair not to reinstate them, Mr Browde found.

These miners would be eligible for retrenchment benefits.

Anglo American said the judgment laid to rest irresponsible allegations given wide publicity last year that the company had driven workers underground.

On August 18 1987, Western Deep Levels dismissed 2401 workers for sitting in underground, for malicious damage to property, for arming themselves and threatening to kill white miners.

The statement said NUM leaders repeatedly denied these charges and had been driven underground at gunpoint by mine security.

These workers were not reinstated or re-employed with other workers who had been dismissed as a result of the strike.

MINING — STRIKES

1989

Over 250 Mintek
workers on strike

Star 10/11/89
Labour Reporter 213

More than 250 workers are on strike at the Council for Mineral Technology (Mintek) over wages and working conditions, the National Union of Mineworkers (NUM) said yesterday.

NUM assistant secretary-general, Mr Marcel Golding, said the workers downed tools three days ago after a ballot in December and the failure of conciliation. The workers are demanding a 30 percent wage increase, improved maternity leave and the recognition of June 16 and May 1 as holidays.

Mr Golding said the company's offer of a seven percent increase was "ridiculously low, and does not even compensate the workers for inflation".

Mintek said it would release a statement today.

Violence at mine

slay
10/11/87 Highveld Bureau

EVANDER — Four miners from Gencor's Bracken gold mine, near Evander, died during separate incidents of violence over the weekend.

Yesterday, the situation at the mine was described as quiet but strained after a quarter of the the mine's day shift of 2 800 did not report for work.

SMALL GROUPS

The managing director of Gencor's Evander and Free State gold division, Mr Gary Maude, said one of the miners had died after being attacked outside

mine property

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The other three men died and another was admitted to hospital for injuries after fighting broke out between two small groups of Pondo and Sotho

Mr Maude said Bracken management had been successful in arranging joint meetings with representatives of both Pondo and Sotho groups

A number of Sotho miners had said they wished to leave the mine

The names of the dead will not be released until their families have been informed of their deaths.

Mintek strike in sixth day

B/day 10/1/89

BRONWYN ADAMS

AT LEAST 250 Council for Mineral Technology (Mintek) employees out of a workforce of 280 enter the sixth day of a wage and working conditions strike today, National Union of Mineworkers general secretary Marcel Golding said yesterday.

He said the strike was declared when management and workers failed to reach any agreement after nine months of negotiation.

The NUM was demanding a 30% wage increase, May 1 and June 16 as paid holidays, transport allowance improvements and four months' maternity leave.

Mintek was offering a 7% increase. As a parastatal, management was obliged not to offer more than this. Min-

tek human resources director Dannie van Vuuren said.

Golding said a 7% increase was well below the inflation rate as well as the 15% received by public servants.

He claimed further a number of salary adjustments had already occurred which had exceeded the 7% margin.

Management also offered one month paid, followed by one month unpaid, maternity leave and a guarantee of employment for the third month, Golding said.

Van Vuuren confirmed salary adjustments had been made but refused to indicate the percentages involved.

Negotiations continue today.

Four die ⁽²¹³⁾ at ^{Sowetam} ^{10/11/89} mine

EVANDER — Four miners from Gencor's Bracken Gold Mine near Evander died during separate incidents of violence over the weekend.

And yesterday the situation at the mine was described as quiet, but strained after a quarter of the mine's day-shift of 2800 did not report for work.

Managing director of Gencor's Evander and Free State Gold Division, Mr Gary Maude said one of the miners had died after being attacked outside mine property.

The other three men died — and another was hospitalised for his injuries — after fighting broke out between two small groups of Pondo and Sotho employees.

The names of the deceased would not be released until their families had been informed.

Mr Maude said Bracken management had been successful in arranging joint meetings with representatives of both Pondo and Sotho groups yesterday.

A number of Sotho miners had said they wished to leave the mine.

NUM starts talks in move to end strike

Sowetan 10/11/89

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By MANDLA NDLAZI

THE National Union of Mineworkers started talks with management yesterday in an attempt to end the four-day-old strike by 250 Mintek mineworkers, according to a statement by the NUM.

The statement noted that the NUM and management met at a

conciliation board during November and December last year in an attempt to reach an agreement

Management was offering workers 7 percent wage increase with no other improved benefits and NUM

demands a 30 percent wage increase, improved maternity leave, June 16 and May 1

Ballot

The statement added "NUM proposed that since Mintek was a parastatal, it was willing

to have the issue of the wages referred to arbitration or mediation

"After a strike ballot in late December the overwhelming majority of workers voted in support of strike action" Such strike action has now been in progress for

3 days with workers assembling on company premises daily

"The offer of the company is ridiculously low and does not even compensate workers for inflation over the past year. There is also a major discrepancy since state workers have received a 15 percent increase."

Argus

Mine deaths: Anglo reveals the figures

From
The Argus
Correspondent,
Johannesburg

EIGHTY employees of the Anglo American Corporation and associated mines lost their lives over a period of 30 months from April 1985 to September 1987 during incidents which included wildcat strikes, boycotts, kidnapping and assault.

This was revealed in a statement by the corporation in response to the National Union of Mineworkers' (NUM) allegations of repression

In a statement, the corporation said it believed that all workers had the right to join or form unions of their choice, to bargain collectively and to strike peacefully

The events listed by the Corporation were

● January to April 1985 At Vaal Reefs a series of wildcat strikes, stoppages, boycotts, sit-ins and disruptions of hoisting leads to the closure of a shaft

● February 1986 At Vaal Reefs West Division an unofficial shaft steward leads a group attack on other employees in which four team

leaders are murdered The leaders are arrested and convicted, and Tyelovuyo Mgedezi is sentenced to death Subsequently, Vaal Reefs employees go on a wildcat strike in sympathy with those arrested for the murders of the team leaders

● March 1986 At President Brand a canteen is disrupted and team leaders are intimidated

● April 1986 Inter-employee conflict at President Steyn

● June 1986 At Western Holdings mine workers drinking in a tavern are attacked twice following NUM meetings

● July 1986 At Western Holdings, four team leaders are publicly executed following a NUM-led underground sit-in and senior canteen boycott

● September 1986 At Vaal Reefs East a senior black employee is kidnapped and assaulted by a group of NUM supporters

● October 1986 At Vaal Reefs East workers create disturbances underground in sympathy with colleagues disciplines for their involvement in the assault of a senior black employee A tavern is petrol bombed

● November 1986 At Vaal Reefs East clashes between groups of employees over the tavern boycott result in the death of 13 employees

● December 1986 At Vaal Reefs a further 10 employees die as a consequence of these clashes

The conflict spreads to Vaal Reefs South and an additional nine employees are killed

● January 1987 A group of workers attack a cafe block at Vaal Reefs No 9 Shaft and attempt to burn it down

At President Steyn inter-employee conflicts results in 30 deaths

● February 1987 A supervisor is murdered at Vaal Reefs East.

● April 1987. A tavern and a concession store are destroyed by a group of workers at Saaiplaas

● June 1987 Vaal Reefs No 9 hostel tavern is petrol bombed

At Western Holdings eight people are killed in an incident, consequently, a NUM shaft steward is sentenced to death and eight other NUM members are convicted of murder.

● August 1987 Incidents at Vaal Reefs No 9 Hostel result in an interdict being granted by the Supreme Court against NUM members and office-bearers This follows kidnapping of four employees

● September 1987 Seven people are killed in inter-employee conflict at New Denmark colliery

Anglo American says the following violent incidents occurred at its mines between April 1985 and September 1987

- January to April 1985 At Vaal Reefs a series of wildcat strikes, stoppages, boycotts, sit-ins and disruptions of hoisting leads to the closure of a shaft
- February 1986 At Vaal Reefs West Division an unofficial shaft steward leads a group attack on other employees in which four team leaders are murdered. The leaders are arrested and convicted, and Tyelovuyo Mgedezi is sentenced to death. Subsequently, Vaal Reefs employees go on a wildcat strike in sympathy with those arrested for the murders of the team leaders
- March 1986 At President Brand a senior canteen is disrupted and team leaders are intimidated
- April 1986 Inter-employee conflict at President Steyn.
- June 1986 At Western Holdings mine workers drinking in a tavern are attacked on two occasions following NUM meetings because NUM members object to fellow workers not attending the

List of violent incidents which occurred at mines

- meetings
- Following wage negotiations at Ergo the Industrial Court Finds that NUM has committed a number of unfair labour practices which includes the failure to take reasonable steps to prevent acts of sabotage and damage
- July 1986 At Western Holdings, four team leaders are publicly executed following a NUM-led underground sit-in and senior canteen boycott
 - September 1986 At Vaal Reefs East a senior black employee is kidnapped and assaulted by a group of NUM supporters and is forced to march around the hostel carrying the NUM flag
- Employees at Western Holdings refuse to go underground and demand the re-instatement of four employees dismissed for their involvement in the murder that took place in July
- October 1986 At Vaal Reefs East workers create disturbances underground in sympathy with colleagues disciplines for their involvement in the

- assault of a senior black employee
- A tavern is petrol-bombed and other taverns are boycotted
- November 1986 At Vaal Reefs East clashes between groups of employees over the tavern boycott result in the death of 13 employees
 - December 1986 At Vaal Reefs a further 10 employees die as a consequence of these clashes
- The conflict spreads to Vaal Reefs South and an additional nine employees are killed
- January 1987 A group of workers attack a cafe block at Vaal Reefs No 9 Shaft and attempt to burn it down
- At President Steyn inter-employee conflicts results in 30 deaths
- February 1987 A supervisor is murdered at Vaal Reefs East
 - April 1987 A tavern and a concession store are destroyed by a group of workers at Saaiplaas
- NUM actions at Western Deep Levels result in the Industrial court finding that the union had

- committed 16 unfair labour practices which include the failure to dissociate itself from threats of murder made by NUM officials
- June 1987 Vaal Reefs No 9 Hostel tavern is petrol-bombed
- At Western Holdings eight people are killed in an incident outside the shaft offices. Consequently, a NUM shaft steward is sentenced to death and eight NUM members are convicted of murder with extenuating circumstances and receive jail sentences of up to 10 years
- August 1987 Incidents at Vaal Reefs No 9 Hostel result in an interdict being granted by the Supreme Court (Bloemfontein) against NUM members and shaft stewards, including the NUM Shaft Committee Chairman and Branch Committee Secretary. This interdict is prompted by the kidnapping and holding hostage of four employees in the union offices at a hostel on August 12 1987
 - September 1987 Seven people are killed in inter-employee conflict at New Denmark colliery
- At President Brand a team leader is killed and two are seriously injured

8 Jan 11/1/89

NUM's strike unfair, — Mintek

Labour Reporter

The Council for Mineral Technology (Mintek) yesterday described a five-day-old strike by members of the National Union of Mineworkers (NUM) as "substantively unfair".

Mintek's assistant director of human resources, Mr DWJ van Vuuren, said most weekly wage employees — 210 out of a total complement of 822 — had been on strike since Thursday last week.

Although the strike was conducted in "a very disciplined and peaceful manner", Mintek viewed it as "substantively unfair" because the council did not have the freedom to adjust salaries and wages annually at its sole discretion.

Meetings with the union were continuing.

NUM spokesman Mr Marcel Golding said the workers, numbering more than 250, were demanding a 30 percent wage increase, improved maternity leave and the recognition of June 16 and May 1 as holidays.

The company offered a seven percent raise.

Mr Golding said Mintek, a parastatal, was making an offer out of step with the 15 percent increase awarded public servants.

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Dismal portrait of relations at post-strike Anglo

A new research report released by the National Union of Mineworkers (NUM) paints a gloomy industrial relations atmosphere on Anglo American mines in the post-1987 strike period. The report blames this on "management's desire to repress and restrict the union".

The report, titled "Collective Bargaining at Anglo American Mines — A Model for Reform or Repression?" and released this week, accuses Anglo mine management of a series of steps taken against the union since the strike, which violate industrial relations guidelines laid down by the International Labour Organisation (ILO).

The investigation was carried out by the union's research department and the academic research group, the Community Resource and Information Centre, at nine coal and 13 gold mines owned by Anglo. All the gold mines had taken part in the strike, while collieries had participated to varying degrees. The union was recognised at all the mines.

Shopfloor relations 'worse'

The results of the survey suggest a dramatic deterioration of shopfloor relations between the union and management in the aftermath of the strike.

According to the report, Anglo mine management has, since the strike, withdrawn recognition at five of the gold mines concerned. This had led to:

- Prevention of shaft stewards representing workers in dismissal and grievance cases
- Intense levels of victimisation of union members and former shaft stewards
- The intimidation of members through threats of physical violence and dismissal
- A refusal to allow union branches to hold membership meetings
- The prevention of shop stewards from visiting living quarters to recruit members

A report released by the National Union of Mineworkers (NUM) this week points to a marked deterioration in relations between the union and Anglo American management in the wake of the 1987 wage strike. Labour Reporter MIKE SILUMA reports

- The tightening of security measures and controls on workers movements in living quarters
- The withdrawal of union office facilities (in violation of ILO Convention 135, which requires that such facilities be made available to worker representatives). On the collieries, only one colliery was found to have withdrawn such facilities. At another six mines telephones had been removed from offices.

In addition, researchers found that shaft stewards had been de-recognised at five gold mines, with stewards being given only "observer status" at another two.

The recognition of shaft stewards had also been withdrawn at three collieries, while restrictions were placed on stewards at four coal mines.

According to the report, gold mine managements were now actively involved in discouraging workers from joining the NUM by intimidating them with mine security forces, distributing anti-union pamphlets and urging workers to resign from the NUM (This violated ILO Convention 87, providing for freedom of association).

Even where the union had not been de-recognised, workers' meetings were closely monitored.

The report concludes that "while Anglo management would deny that their intention is to destroy the NUM, it is clear that the union is being restricted and repressed to regain the uncontested control over the mines which (managements) enjoyed before the union emerged".

3 die in faction fight

THREE people died in fighting between small groups of Sotho and Xhosa workers at the Matla Colliery near Eyander on Sunday. One of the victims was a visitor to the mine. A statement released by Gencor Mining's Trans-Natal Coal Corporation yesterday, said another 12 people were also injured in the incidents, one of whom is in a serious condition. The situation at the mine is quiet but tense.

Retrenchments on mines

NUM applies for conciliation boards at mines

By Mike Siluma, Labour Reporter

The National Union of Mineworkers (NUM) has applied for the establishment of conciliation boards with at least three mines following the retrenchment of its members

The union's revelation comes in the wake of heavy job losses in South Africa's gold and coal mines. According to statistics, last year's employment levels on gold mines fell by more than 40 000 from 1987, with the workforce in the collieries declining by more than 6 000.

The decline in employment levels has been attributed to natural attrition and retrenchment, as some mines battle to contain working costs.

According to NUM assistant general

secretary Mr Marcel Golding, the NUM was "not happy" with the way retrenchments had proceeded. He accused companies of planning retrenchments over a long period of time, and then informing the union of their decisions at short notice.

"We believe that the companies have not considered union proposals of working short time and extending miners' homestay. In addition the packages offered are appallingly low. For example, gold mines have given workers a maximum of three months payment even where workers would have been employed for up to 20 years."

"The union has declared disputes with gold and coal mines and has applied for conciliation boards with some mines," said Mr Golding. He declined to give further details.

The Chamber of Mines' general manager for external relations, Mr Johann Liebenberg, confirmed that there had been a decline in the number of workers employed in the mines.

Cost pressures

He said managements in both sectors "have been under very heavy pressure to reduce working costs because they are increasing at a much higher rate than working revenue."

At least one mining house had retrenched 8 500 workers last year, he said. In addition, there had been a small number of retrenchments in other mining houses. "But by far the greatest reduction has been by the natural process where employees have terminated their services and vacancies have not been filled," added Mr Liebenberg.

"Wherever retrenchments have taken place, there have been negotiations between management and the unions concerned," he said. "Retrenchments are a last resort."

The mining industry employs about 500 000 workers.

(213)

Business Report

NUM objects to Bill

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) has issued strenuous objections to the draft Minerals Bill, in particular at the repeal of sections of the Mines and Works Act governing the health and safety of employees.

The NUM also objected that the Bill, by eliminating restrictions on the use of the land and minerals, would adversely affect communities and the interests of the country as a whole

The Bill, said the NUM, would mean the elimination of the office of the Government Mining Engineer. The State would no longer have a central monitoring function over the mines and, instead, the mines would become "self-regulatory"

Concern over safety section

Criticising the industry's safety record, the NUM said mines could not be entrusted with self-regulation in health and safety matters "It is like giving an alcoholic the keys to the liquor cabinet," it said

"The Minerals Bill means that one law and one department will regulate both the exploitation of minerals and the health and safety of miners. This will lead to conflicts of interests between safety and profits not being fairly resolved," the union further argued

It said it was ironic that the mining industry, the most dangerous, should now be subject to fewer controls and lower standards than other industries

The NUM also objected to the "privatisation" of mineral rights in the Bill

This, it said, would give "full, unfettered rights to the monopolies which dominate the mining industry to do what they will with the country's mineral wealth"

The union demanded separate laws and departments to regulate health and safety and mineral exploitation, a national mines inspectorate with sufficient powers to ensure an improvement in the health and safety record of industry, and restrictions on the use of the land and minerals when this adversely affected the interests of communities or of the country

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Judge restrains union men

MARITZBURG — Two members of the United Workers' Union of South Africa, including a regional recruiting officer, were yesterday permanently restrained by the Supreme Court from assaulting, threatening or intimidating Cosatu workers at a coal mine near Vryheid

The Judge President of Natal, Mr Justice Howard, gave the ruling after hearing evidence that Uwusa official Mr James Ntombela and his colleague Mr Noyi Sibisi had threatened to kill workers at the Buffalo Valley anthracite Bordex mine in the Swart Umfolosi district if they joined the Cosatu-affiliated National Union of Mineworkers

Mr Justice Howard ruled that the matter be heard once the roads were clear. — Sapa

OVER THE weekend of July 12-13 1986, four team leaders at Anglo American's Western Holdings mine near Welkom were killed, charged with the murders.

The event received little publicity at the time — a period of intense conflict at the mine and in the industry — but some details emerged in January this year during the war of words about mine violence between Anglo and the National Union of Mineworkers (NUM)

Anglo disclosed that at least 80 people had died on its mines in violent incidents from March 1985 until shortly after the 1987 strike. At the same time, the NUM published a report alleging widespread assaults on union members by senior mine staff, together with a concerted union-bashing campaign. These issues, including steps to eliminate further violence, are soon to be the subject of negotiations between the two organisations.

Few of the perpetrators have been brought to justice. The NUM has undertaken to provide details of the alleged assaults to Anglo during the negotiations.

Business Day has attempted to document, as an example of what has made the talks so important, the Western Holdings' murders and the events leading up to them.

Information collated by Anglo stated that one team leader — Ramarumo Libenyane — was murdered on Saturday, July 12 1986. His body was found the following morning. On the Sunday night a crowd, estimated by Anglo officials at 2 000, met in the sports arena of Western Holdings. No 6 hostel as miners returned from the weekend break. It was here that the public execution is said to have taken place. The three team leaders' bodies were found after the crowd had dispersed.

According to police headquarters in Pretoria, the four team leaders all suffered multiple head and facial injuries. This was confirmed by an inquest, which found that the deaths were caused by persons unknown.

Welkom-based SAP Maj Johan Fouche, who is in charge of the investigation, confirmed the circumstances of the discovery of the three bodies. Apart from the murders, the meeting

Thousands saw ^{Day 2/3/87} ~~the~~ three men killed, but nobody talks

Mine violence, including the public execution of three men at a Free State mine, has led to negotiations between Anglo American and the National Union of Mineworkers on a code of conduct. BRONWYN ADAMS reports

one, as Fouche said there was no "unrest" at the gathering. For almost a year, no progress was made in investigations and no witnesses to the Sunday murders came forward. Four men were detained for questioning, but released for lack of evidence.

According to Western Holdings' personnel manager Peter Jordaan, the only apparent breakthrough in the case came in mid-1987, when Gogela Mzwamadoda — arrested and charged for the June 1987 killing of a shaft manager — confessed to having taken part in the four murders in July 1986. He subsequently hanged himself in his cell. Jordaan said he was told this by the SAP.

However, Fouche says he has no record of such a confession. Mzwamadoda confessed only to having committed the murder with which he was charged.

The murders were preceded by a period of sharpening conflict between NUM membership and middle and senior management. This culminated in the dismissal of four NUM shaft stewards for organising various forms of industrial action.

The dismissals, on appeal by the NUM, were the subject of a special review by Dan Bregman, SC, for Anglo American. The 13-day hearing was conducted with the agreement of the NUM, whose officials were present both as observers and participants.

Bregman's report, which found the

presents a stark picture of the atmosphere on the mine at the time. He found the shaft stewards had been party to organising an underground sit-in and a canteen boycott.

On July 7 1986, there was a sit-in underground at No 6 shaft in support of demands for the transfer of one employee alleged to be a management collaborator. A meeting between management and the NUM shaft leadership failed to resolve the problem, and management refused to meet this demand.

On July 9 there followed what the NUM described as a "spontaneous" boycott of the kitchen — according to the NUM in protest against the quality of food while senior staff had separate, superior eating facilities.

The Bregman report said a group of Basotho team leaders, followed by a number of workers, broke the kitchen boycott. Threats were made against them. Anglo claimed shaft stewards were party to the threats, while the NUM denied this. The team leaders retaliated by putting on blankets, arming themselves and marching around blowing whistles.

The report added that two shop stewards were then assaulted. One of them was stabbed, probably by a member of the blanketed group.

Bregman found management was approached on Thursday, July 10, by three shaft stewards asking for protection. This request was not granted.

wards were unable to say by whom they were threatened and exactly what management should do.

Management did institute a disciplinary inquiry into the attacks on the shaft stewards. However, before the questioning of one of the alleged assailants, Thabo, had been completed, he was severely assaulted in a retaliatory attack, Bregman wrote.

According to Anglo, Thabo — who had been assaulted by shaft stewards the previous week — spent some months in hospital. When he was discharged he was found guilty of assault and dismissed.

On an NUM accusation that Anglo had failed to carry out speedy disciplinary action against Thabo, Bregman ruled it was inconceivable that measures could have been finalised against Thabo in the short period before the attack on him.

Bregman found the sit-in had not been spontaneous but had been organised by shaft stewards, as had been the case with the canteen boycott.

An NUM spokesman, interviewed by Business Day, said that after the kitchen boycott and the parade by blanketed team leaders, workers were told by shaft stewards not to take the law into their own hands. Shaft stewards were told by the union branch committee to hide as they would be killed, and to notify management if team leaders continued to be aggressive.

The failure of management to provide protection for shaft stewards

further important part of the pattern which culminated in the murders. In an interview, Freegold Norton manpower resources manager at the time of the murders — Viv du Plessis — said the murders had occurred against a background of conflict which developed over three years.

In March 1985, the NUM launched a concerted campaign to erode management control, he said. Tear leaders were among the first target. Supervisors were paraded and tear leaders were subjected to "kangaroo courts", which resulted in their being intimidated and given corporal punishment. Du Plessis said other tactics included go-slows, underground sit-ins and boycotts, and attacks on supervisors.

In response, the NUM spokesmen denied that assaults and attacks were a normal feature of NUM activities and that this so-called "pattern" was an attempt to smear the union. She said the union had unsuccessfully attempted to break the sequence of sit-ins and boycotts by requesting meetings with management to discuss the matter. Management had been warned of the potentially explosive situation.

Anglo responded, however, that it could not recall any specific warnings being issued by the NUM leadership. Management was also unable to recall whether there had been specific hints of the trouble, given "a general atmosphere of intimidation" at the time.

The NUM official identified racist practices and the migrant labour system as the root causes of the highly volatile environment.

"Frustrating conditions and high stress levels, both in the hostel and in the workplace, the sexual deprivation and normlessness in the hostels pre-dispose the atmosphere towards acts of violence," she said.

She noted that, in the joint Anglo/NUM study into mine violence — "Reaping the Whirlwind?" completed in May 1986 — Western Holdings management overall saw ethnicity, poor communication, low pay and working conditions, and the hostel system, as the predominant causes.

The story of the Western Holdings murders and the circumstances in which they occurred are symptomatic of the issues that both Anglo and the NUM believe only a joint agreement between them can resolve.

Cape Times 16/3/89
213

Black miners trap whites in mine shaft

WELKOM. — Black mine workers trapped ten white mine workers underground at the President Steyn gold mine for an hour on Sunday, stoned them and attacked them with crow-bars.

Three white miners were seriously injured. The incident occurred at shaft number four of the mine, police said.

There was apparently an argument between one of the ten white miners and a black miner.

One white miner was apparently hit with a mine helmet and the white miners were prevented from leaving an elevator.

Stones were thrown at the whites and as they managed to close the elevator door, the attackers climbed on top of the lift. — Sapa

Miners strike enters 6th day

Sowetan 7/3/87

2/3

A SIT-IN strike by about 800 members of the National Union of Mineworkers at the Rustenburg Refineries in Rustenburg entered its sixth day today. The strike action follows a breakdown of negotiations between the union and management over wage and working conditions.

The Rustenburg Refineries has been sealed off by mine security as mineworkers enter the second day of their legal strike over wages.

Access to the mine property is extremely difficult even for union officials who have to get clearance from management before reaching the striking workers.

In an attempt to break the strike, management is starving workers who are staging a sit-in within mine premises

Workers are not allowed to buy anything from the local tuck shop and those who manage to buy foodstuff from home are strictly allowed to carry one person's ration.

Local communities are being refused permission to give food parcels to the striking mineworkers.

The legal strike by about 800 Num members started last Thursday at Rustenburg Refineries (Pty) Ltd after negotiations over wages between the union and management reached a deadlock some time ago

The Num is demanding a 22 percent wage increase across the board on all job categories while the management is prepared to offer workers a mere 14,5 percent across the board

Mines to prevent violence, coercion in labour disputes

Star 29/13/87
(213) (10) (1058)

Negotiations aimed at preventing violence and coercion which characterised the 1987 mines wage strike are continuing with the aim of normalising relations with the National Union of Mineworkers, says the chairman of Anglo American Gold Investment Company (Amgold), Mr J Ogilvie Thompson

He said in his annual review of the company's activities, published yesterday, that the NUM and Amgold were concentrating on preventing the recurrence "of actions by the union in the build-up to and during the strike, which had so damaged the relationship (between the company and the NUM)"

Thousands of mineworkers were dismissed as a result of the strike

Mr Ogilvie Thompson added "Whilst the policy of these gold mines towards trade union rights for employees remains unaltered, the type of violence and coercion which took place

on the mines will not be allowed to re-emerge

"A code of conduct and an agreement for the resolution of dismissal disputes with NUM is being negotiated. It is hoped these will aid in normalising relations with NUM"

The review says that Amgold welcomed amended mines and works regulations which removed job reservation on the mines but, at the same time, some legal provisions which could "impede the advancement of black employees" had been objected to

Mr Ogilvie Thompson also said that safety levels on Amgold mines had improved during 1988-89

"Programmes for advancement in every aspect of risk management are continuing," he added

The control of rock strata through backfilling in seismically active areas is one of the methods being used to improve safety on Anglo mines

Attack on miners: ~~2~~ 2 arrested

5 Feb 26 (3/87)
Crime Reporter

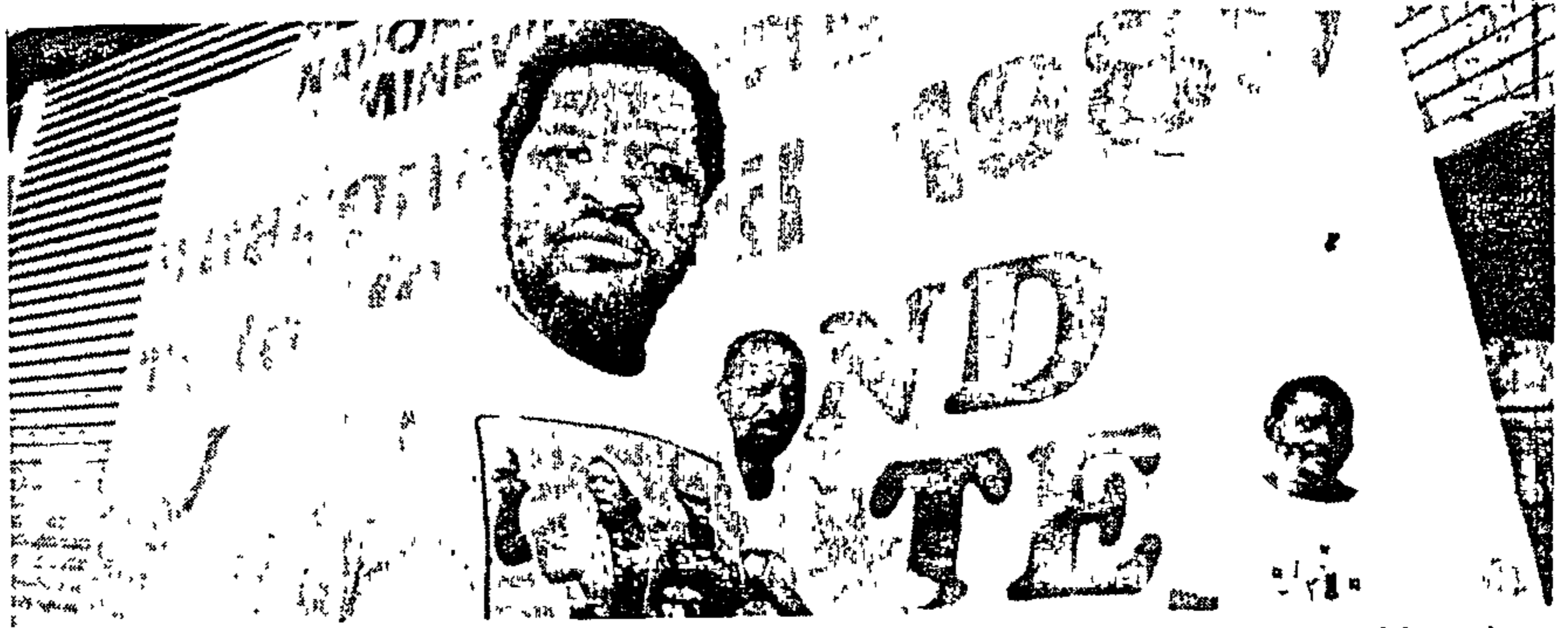
Two black mineworkers have been arrested in connection with an underground mob attack on white colleagues trapped in a cage at a Welkom gold mine earlier this month

Five miners were injured in the attack, in which about 20 miners took part.

A northern Free State police spokesman said yesterday two men had been arrested on an attempted murder charge relating to the attack

They are expected to appear in court soon

The miners were attacked after an argument underground. The blacks got out and hurled stones at the whites, and others climbed on to the cage and hurled rocks from above



National Union of Mineworkers president James Motlatsi arrives at the organisation's 1989 conference in Johannesburg yesterday. Picture ROBERT BOTHA

B/Day. 17/1/89

Mine violence: NUM emphasises ^(12/1) ⁽²¹³⁾ opposition

THE National Union of Mineworkers (NUM) yesterday stated its opposition to mine violence on the opening day of its biennial congress — citing its detailed proposals to, and negotiations with, Anglo American as proof of its sincerity

But general secretary Cyril Ramaphosa said in his report the Chamber of Mines' "retreat from negotiations" on the issue called into question the chamber's own sincerity about its desire to eliminate violence

Some 600 delegates were present at the congress at Nasrec, Johannesburg, which is due to end on Sunday

Ramaphosa said the chamber's "about turn" on industry-wide talks, after its persistent calls for negotiations, followed the NUM making it clear that talks had to also address the need to dismantle the migrant labour, hostel and induna systems

ALAN FINE

The chamber was clearly bent on keeping the mine compounds for maintaining authoritarian control. By entering negotiations on the NUM proposals terms, Anglo had distanced itself from the chamber's position

Ramaphosa said the formal scrapping of job reservation on the mines had become a farce. Government had, by implementing educational qualifications for employees wanting to obtain certificates of competency, introduced a new subtle way of excluding most blacks from such occupations. Such qualifications were not required in the past. Many uneducated white miners had gained access to these occupations

□ A response from the chamber to NUM allegations on violence is awaited

800 Anglo colliery workers down tools

By Therese Anders

STANDERTON — Eight hundred workers at Anglo American's New Denmark Colliery stopped work yesterday following the death of one of their colleagues on a farm at the weekend

The man, a member of the National Union of Mineworkers (NUM), was killed when members of the union allegedly clashed with members of the United Workers' Union of SA (Uwusa) on a farm about 6 km from the mine hostel on Saturday morning.

'CODE OF CONDUCT NEEDED'

Anglo American spokesman Mr Paul Clothier confirmed that the "unlawful" work stoppage was connected with the employee's death

A NUM spokesman said the workers downed tools after alleged members of Uwusa attacked NUM members on Saturday, killing one

The spokesman said such violence could only be ended through a code of conduct between NUM and Anglo, as well as the dismantling of the migrant labour system and its ethnically-based compounds

Mr Clothier said police had arrested two mine employees in connection with the incident.

About 40 percent of the mine's work force refused to work yesterday

However, Mr Clothier said representatives of employees had given the undertaking that they would return to work today

By Dik Browne



17/6/5 18/4/84

Workers down tools after colleague killed

The Argus
Correspondent

STANDERTON —
About 800 workers at
Anglo American's New
Denmark Colliery
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TWO ARRESTED

Police have arrested
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Numsa shuns strike for fear of lawsuit ²¹³

ALAN FINE

NUMSA is refusing to intervene in a strike by more than 500 employees at Haggie Rand's Jupiter plant because management refuses to undertake not to sue the union for loss of production.

Union spokesman Enoch Godongwana said yesterday the union had asked for the undertaking as protection from an amendment to the Labour Relations Act last year.

Union members had been on strike since last Thursday in protest against the dismissal of their shop steward committee chairman. The strike was spontaneous and normal procedures had not been followed. 8/10/87

Numsa officials were reluctant to step in to resolve the matter as they feared their involvement could expose the union to litigation.

Evidence of hit list, death threats

Mine slayings still unsolved after three years

Bl Day 19/4/89

213

ALMOST three years after the brutal murders of four team leaders at Anglo American's Western Holdings mine near Welkom, nobody has been charged with the killings.

This was confirmed yesterday by the SA police

Three of the team leaders, Bofelo Martini, Mosa Posholi and Chemist Mbalo, were executed in front of 2 000 miners in a sports arena at No 6 shaft on Sunday night, July 13.

The fourth team leader, Ramarumo Libenyane, was clubbed and stabbed to death the night before

Four men were detained and questioned a year after the murder, but they were released for lack of evidence, a Welkom police spokesman said. An inquest found the deaths were caused by persons unknown

The spokesman said a report by Advocate Dan Bregman, SC, (now acting judge), on the events which culminated in the murders, was included in the dossier.

The inquiry, which heard 66 hours of recorded evidence over 13 days — three weeks after the murders — was instigated by agreement between management and the National Union of Mineworkers (NUM)

RIAAAN SMIT

Bregman's brief was only to investigate whether the dismissal by management of four NUM shaft stewards the week before the murders was justified

The dismissals came as a result of conflict at No 6 shaft between NUM members, non-members and management

But the report inferred that the events of the week could not be separated from the murders over the weekend.

Evidence of a hit list and death threats against "impimpis" (management spies) was led during the inquiry.

Negotiating

Miners returning to work on Sunday evening, July 13, were screened at the gate of No 6 shaft, and the three team leaders were picked out and executed

"I can do no more than repeat what was said to me at the inquiry by the branch chairman of NUM, namely that the situation at No 6 shaft was rotten and out of control, and that nobody was blameless," Bregman's report said

Anglo American and the NUM are now negotiating for a code of conduct to prevent similar incidents at the company's mines

GOVT BLOCKED

Fatter pay packets all round dismay manpower chiefs

PRETORIA — There is official dismay at last year's average 19% rise in pay packets

National Manpower Commission acting chairman F S Barker says the jump is disconcerting and difficult to justify considering a lower inflation rate and rate of increase in productivity.

He adds in the chairman's 1988 annual report, released in Pretoria yesterday, that in some sectors average salary and wage increases amounted to 30%.

Central government workers' increases averaged 12%.

Plateau

The incidence of strikes last year decreased sharply, compared with 1987, and there had been an 80% drop in the number of man-days lost through stoppages.

Figures 1987 had, however, been boosted by the mining strike.

"Although it is perhaps a bit early to say, it would appear as if strike incidence has provisionally reached a plateau unless, of course, a strike of the magnitude of the 1987 mining strike occurs again," Barker says.

He adds employers are now more aware of tending to labour relations.

Barker says there has been a welcome increase in employment in the formal sector while there are signs of a significant increase in activities in the informal and semi-formal sectors. — Sapa.

Plant not affected by strike — Rusplat

RUSTENBURG Platinum Holdings said analyst René Hochreiter. 23
platinum and base metals production had not been affected by a six-week strike at its Rustenburg MD Barry Davison said. "If
base metals refinery and independent ana- our PGM (platinum group metals) produc-
lysts supported its statements. tion had been affected I would say so."
"The smoke is coming out of the stacks. On Monday, NUM shop stewards said
the refinery is operating," said stock- the supply of platinum-bearing material
brokers Anderson Wilson and Partners from the refinery had halted. — Reuter

213

Haggie Rand man: I was abducted

ALAN FINE

CHARGES of abduction, and possibly of theft and assault, are to be brought against a Johannesburg detective agency whose personnel allegedly abducted, held for 25 hours, and interrogated the central figure in this week's Haggie Rand strike

Shop steward Moses Mogodi told Business Day he was "arrested" at his Soweto home at 2am on Monday. His room was searched and many union documents taken. He was eventually released at 3am on Tuesday.

He said he was afraid to return home as he was warned that if he disclosed these events to anyone he would "be prosecuted or shot".

Some of the five people who detained him identified themselves as municipal policemen, and he spent the first hour at the Dube municipal police barracks.

However, said Mogodi, it emerged that two were the head and an employee of the detective agency. After they spent about four hours driving him around — he was blindfolded most of the time — he was taken to the city offices of the agency.

Denied

Mogodi, who has been suspended by Haggie management for holding an unauthorised union meeting, said he was held at the offices from 7am until 2.30 on Tuesday morning.

The detective agency head could not be reached for comment yesterday.

Mogodi said the agency head told him the agency had been retained by Haggie to investigate the shooting, during the six-week Haggie strike last year, of then personnel officer Tom Kekana. Mogodi was accused of having organised the shooting, which he denied.

However, Haggie MD John Milburn denied any company involvement. "It is not our way. I am very disturbed to hear what occurred."

A Soweto police spokesman said he had no knowledge of the matter.



Shop steward Moses Mogodi . held for 25 hours
Picture ROBERT BOTHA

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'Amicable' talks over strike

ALAN FINE

213 10/14/84

"AMICABLE" talks aimed at ending a week-old strike by at least 1 200 employees were held yesterday evening between Haggie Rand management, worker and Numsa representatives

A Numsa official said further talks this morning would cover union and company proposals

Haggie Rand MD John Milburn said earlier yesterday the company was prepared to undertake that, if the union became involved in the strike, Haggie would not, in this case, use its right to sue for production losses

A union spokesman said this offer was acceptable. However, it is understood the question of authorisation for union meetings was now the main obstacle to a settlement

No arrests made after three years

Mine murders: possible leads in inquiry report?

B/Day 24/4/89

213

1/2/89

POSSIBLE leads to solve the murders of four team leaders at Anglo American's Western Holdings mine near Welkom almost three years ago are contained in an inquiry report by advocate (now Acting Judge) Dan Bregman

Four team leaders were "executed" during the weekend of July 12-13 1986 — three of them in front of 2 000 miners in a sports arena on the Sunday night and the fourth on the Saturday night in front of "many people"

Police confirmed this week nobody had been charged with the murders. Four men were detained and questioned by police about a year after the murders. All four were released for lack of evidence.

The 33-page Bregman report was based on more than 66 hours of recorded evidence under oath during a 13-day inquiry three weeks after the murders, and on hundreds of documents.

The report said names of participants in the assaults, revenge attacks and witnesses to it during the week preceding the murders were known to management.

Evidence of "inflammatory and intimidating threats", linked to specific shaft stewards, were accepted by Bregman. He also heard evidence from one of the people "who, in fact, escaped when placed on a table that was planned as his execution block"

Bregman's brief, by agreement between

RIAAN SMIT

management and the NUM, was only to investigate whether the dismissals by management of four NUM shaft stewards, because of their role in conflict at No 6 shaft the week before the murders, were justified.

Bregman found the four dismissed shaft stewards "clearly planned and co-ordinated" a sit-down protest underground on July 7 1986.

The kitchen boycott, broken by a group of team leaders, led to assaults and revenge assaults between NUM supporters and workers opposed to the protest actions.

The report said the conflict at No 6 shaft during the week could not be separated from the weekend murders.

Police have confirmed a copy of the report was included in the two murder dossiers, but not the full transcript of the inquiry.

They declined to say whether the four men detained for questioning were the same men dismissed by Anglo.

Business Day attempts to obtain the recordings on which Bregman's report was based, or a transcript of it from Anglo, failed. An Anglo spokesman said she had been unable to track it down.

□ A list of questions about the murders, arising from the report and a summary of events made by Anglo, have been put to Anglo and the NUM by Business Day.

Bregman report 'contained no helpful leads'

SAP replies on mine killings

THE Bregman report contained no leads which could help solve the murders of four team leaders at Anglo American's Western Holdings mine near Welkom almost three years ago, a police spokesman said yesterday.

Police liaison officer Maj Johan Fouche said police did not include a transcript of 66 hours of evidence heard on oath by Advocate Dan Bregman in their dossiers because detectives were satisfied his summary of the evidence contained no leads.

"The murders are still subject to a very intensive investigation," Fouche said. Police also did not

RIAAN SMIT

attend the 13-day Bregman inquiry into events the week before the murders, which was conducted three weeks after the killings, he confirmed.

Statements

The four team leaders were "executed" during the weekend of July 12-13, 1986 — three of them in front of 2 000 miners in a sport arena on the Sunday night and the fourth, according to Bregman, on the Saturday night in front of "many people".

Bregman, now an acting judge,

said management took statements after the weekend murders of some of the persons in the security barracks.

Of the Saturday night murder, he said it had not been "an isolated assault that led to somebody's death, but a planned execution in the presence of many people."

Management also took statements from witnesses to assaults and revenge assaults which had been committed during the week.

Evidence of "inflammatory and intimidatory threats", linked to specific shaft stewards, were accepted by Bregman.

He heard evidence from a person who escaped after being placed on a table that had been

planned as his execution block.

"I feel it necessary to mention to any responsible person or body that every possible step must be taken to ensure a proper investigation of (the murders)," Bregman said almost three years ago.

Questions

□ Business Day has not yet received answers to a detailed list of questions about the murders put to Anglo American on Wednesday last week and to the National Union of Mineworkers on Thursday.

Comment: Page 6

Its business as usual with Hewlett Packard at Lasertek.

Despite the headlines, the bottom line is that Hewlett-Packard hardware, after sales, services and technical advice, will continue to be well provided by Lasertek. In short, it's business as usual!

So if you already have Hewlett-Packard and need to upgrade or add additional



facilities, or you have been considering Hewlett-Packard hardware, relax. Everything will continue, as in the past. HP lives on, at Lasertek.

Give us a ring on (011) 482-1836/7 and let us advise you on your computer and software needs.

Nine accused of strangling worker

Pretoria Correspondent

The State has closed its case in the trial of nine Witbank mine-workers facing a murder charge in the Pretoria Supreme Court

Following the death of a mineworker who allegedly did not heed a call to strike but went to work, the nine were charged with choking him to death

The accused are Mr Moses Nyakane (32), Mr Philemon Molo (27), Mr Jim Mogashoa (30), Mr Zingisile Siquala (30), Mr Jacob Mashiloane (29), Mr Piet Mahlangu (23), Mr Esan Vilakazi (37), Mr Thabiso Lethuoa (50) and Mr Elvis Mubi (23). They have pleaded not guilty

The State alleged that on August 11 1987, at the Blinkpan Coal Mine near Witbank, the accused strangled Mr Joseph Mthimunya with two wire coat-hangers

After calling eight witnesses, the State yesterday closed its case

The hearing continues

Day 50 for the longest strike in mine history

By THANDEKA GQUBULE

THE longest strike in the history of South African mining entered its 50th day yesterday as both sides refused to budge

The Rustenburg Platinum Refinery has been the site of a bitter strike between workers and JCL management

Workers have been on strike for the better part of this year, demanding a wage increase, recognition of days significant to them and maternity leave

The management has remain adamant that it is not prepared to concede to the workers who are organised under the National Union of Mineworkers

While unions representing skilled workers settled for management's offer of 14,5 percent earlier in the dispute, the NUM branch — which represents a majority at the plant — has held to its demand of a 22 percent increase across the board.

NUM is also demanding Soweto Day, June 16 and Sharpeville Day, March 21 as paid holidays. A provident fund has also been demanded, and maternity leave on behalf of two women members of the work force.

While management has agreed to discuss the question of the provident fund, workers claim they have also indicated that it will not be possible to meet this demand

According to the Bruce Theoeng, chairperson of the NUM branch in Rustenberg, 547 workers remain on strike. Management disputes this claim and puts the number of striking workers at less than 500

JCL management this week told the *Weekly Mail* they will not compromise with the NUM on a wage offer, as other unions have already accepted the 14,5 percent increase.

Management also will not concede to the demand for maternity leave.

The strike has also been characterised by great hardships for the workers, who staged a sleep-in in an unroofed area of the factory to demonstrate their determination

Workers alleged their access to food was cut off and that they had to go without food for some days

Management told the *Weekly Mail* workers were at all times free to leave and return to the plant in-between shifts

"Management is trying to break the back of the union," said Theoeng. While the deadlock lingers on, NUM workers continue to report to the plant where they are employed. However they do not pick up their tools and work

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Bid to end strike

(213)

THE National Union of Mineworkers has proposed arbitration in an attempt to resolve the longest strike in the union's history.

About 550 Num members have been on strike at Rustenberg Platinum Refineries for 55 days over a wage dispute.

The workers are holding out for a 22 percent wage increase while management has offered 14,5 percent.

Mediation talks broke down earlier this month.

A Refineries spokesman denied that the strike had seriously affected production resulting in the cancellation of million rand orders.

Nine NUM members in court on murder charge

Blom 27/4/87 RIAAN SMIT 213

NINE NUM "safety committee" members, who allegedly strangled a colleague who defied a call to go on strike in 1987, appeared on a murder charge in the Pretoria Supreme Court this week.

The accused are: Moses Nyakane, 32; Phillemon Moloji, 27; Jim Mogashoa, 32; Zingisile Siquala, 30; Jacob Mashiloane, 29; Piet Mahlangu, 23; Esau Vilakazi, 37; Thabiso Lethuoa, 50; and Elvis Bongani Mubi, 23 — all of Blinkpan Coal Mine hostel.

The men, employees at the mine in the Middelburg district, have pleaded not guilty to a charge of murder.

The State alleges they assaulted and strangled Joseph Mthimunye, a bus driver, with two coat hangers in his room at the hostel on or about August 11 1987.

Reported for duty

According to evidence, NUM members were instructed at a meeting chaired by one of the accused, Nyakane, on August 9 1987 not to go to work the next day. The employees were also warned they would be killed if they did not heed the call to go on strike.

Mthimunye, who was not a NUM member and who had defied two previous strike calls, reported for duty from 6pm to 6am on August 10.

Nyakane testified that eight of the accused — members of a safety committee responsible for keeping order at the hostel during the strike — entered Mthimunye's room on the morning of August 11 to tell him he must either join the strike or leave the hostel.

He denied any physical violence took place in Mthimunye's room while the eight had been inside.

Mthimunye was discovered dead at 12.45pm the same day. Medical evidence said he had been strangled in the morning.

'Miner did not heed warning'

MR JOSEPH Mthimunya, a mineworker who reported for duty during a strike and was later found strangled in his room, had defied a decision by fellow workers that those who did not strike should not sleep inside the mine hostel, the Pretoria Supreme Court heard yesterday.

Mr Moses Nyakane (32), Middelburg chairman of the safety committee at the Blinkpan coal mine, said he and eight other members of the committee visited Mr Mthimunya in his room about 6.30am on August 11, 1987, after receiving reports that he did not heed a call to go on strike.

Discussion

Mr Nyakane said he and another committee member asked three people who were with Mr Mthimunya to leave the room because they wanted to discuss the strike issue with him.

Mr Nyakane and eight other members of the National Union of Mineworkers have

By MONK NKOPAO

pleaded not guilty before Mr Justice van Dyk and two assessors to a charge of murder.

The other accused are: Mr Philemon Moloj (27), Mr Jim Mogashoa (32), Mr Sinkisali Sigala (30), Mr Jacob Mashiloane (29), Mr Piet Mahlangu (23), Mr Esau Vilakazi (37), Mr Thabiso Lethuoa (50) and Mr Elvis Bongani Mubi (23).

Mr Nyakane said his committee told Mr Mthimunya to either join the strike or leave the hostel. Mr Mthimunya was later found in his room strangled with two clothes hangers.

(Proceeding).

in the case were
in and Develop-

the most flagrant acts of human rights
violations conceivable — Sapa

He said "With the brain-dr.
in SA it is not possible to run a
agency without some sort of si

Anglo believes mine deaths linked

B/Dun 3/5/89

213

RIAAAN SMIT

ANGLO American officials believe some of the miners involved in the planned public execution of three mine team leaders at Anglo's Western Holdings, near Welkom, in July 1986 may also have taken part in the organised killing of two senior officials a year later

Three team leaders were clubbed and stabbed to death with sharpened metal charge-loading bars in front of 2 000 mineworkers in an arena at Western Holdings No 6 hostel on Sunday, July 13, 1986.

Almost three years later nobody has been charged with these murders or that of another team leader on the Saturday evening.

On June 4 1987 two senior managers at the mine were murdered after a National Union of Mineworkers (NUM) meeting, in what Anglo officials called a planned attack on the shaft offices

A NUM shaft steward, who was not linked to the 1986 executions, was convicted

ed of murder for his part in the murders of the white officials

Asked whether the 1986 murders were organised by the NUM, Anglo officials said they had their own theories, but it was not fair to speculate

"Suffice it to say that at the incident which occurred a year later at Western Holdings, some of the names which we had subjectively connected (with the execution of the three team leaders) emerged again

" there were certainly people who were involved, or whose names emerged at both those incidents, which I think is more than co-incidental," Freegold North manpower resources manager at the time, Viv du Plessis, said recently.

□ Du Plessis's answers, and those of the other Anglo officials, were in reply to some of the questions Business Day put to Anglo two weeks ago. The NUM has not yet responded to similar questions

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10 mine-killing inquiry tapes missing

213

OFFICIAL tape recordings of the Bregman inquiry, which could contain at least three witnesses' accounts identifying the alleged murderers of four Western Holdings mine team leaders in July 1986, were taken by police from the mine on Friday.

But 10 of a total of 43 tapes recorded during the 13-day Bregman inquiry in August 1986 were not among those found in a store room at Western Holdings last week, an Anglo-American spokesman said yesterday.

It was not known where the 10 missing tapes were, she said.

A Welkom police spokesman would not confirm yesterday that 33 tapes,

RIAAAN SMIT

containing the bulk of 68 hours of evidence heard during the open inquiry had been handed over to police on Friday.

Notes of the three witnesses' evidence taken during the inquiry were released to Business Day two weeks ago after the failure of repeated attempts to obtain the tapes from Anglo, a lawyer representing the National Union of Mineworkers, and the recording company in Bloemfontein.

The witnesses' evidence comprises a

maximum of four tapes. The Anglo spokesman could not say whether the four tapes were among the 10 missing tapes.

Police told Business Day in April they were satisfied the tapes of the inquiry proceedings did not contain possible leads to solve the four executions in the arena of the hostel at No 6 Shaft on July 12 and 13 1986.

When questioned 10 days ago about the progress of the police investigation into the executions, Welkom police liaison officer Maj Johan Fouché told Business Day: "You know what the black man is like. He does not talk to you. It is in his tradition."

Editor appears
in a closed court

*Cart Times
24/5/87 213*

Own Correspondent

JOHANNESBURG — The editor of Business Day, Mr Ken Owen, was yesterday forced to give evidence on the murder of four mine team leaders

He gave evidence behind closed doors in the Magistrate's Court yesterday after the presiding magistrate refused to allow the proceedings to be held in open court

Mr Owen was issued with a subpoena in terms of section 205 of the Criminal Procedure Act ordering him to appear before a magistrate and furnish any information he had about the unsolved murders at Western Holdings almost three years ago

The subpoena was issued after Business Day published two reports on the killings

The magistrate, Mr D Dafel, refused an application on behalf of Mr Owen for a public hearing and upheld a submission by prosecutor Mr A van Wyk that the public did not have a right to attend the hearing because it was a part of a police investigation and not a judicial proceeding

The managing director of Times Me-

dia Ltd, Mr Stephen Mulholland, was allowed to sit in on the full proceedings

● Business Day reporters Mr Riaan Smit and Mr Siphon Ngcobo were also subpoenaed yesterday to furnish police with information about the public executions of four mine team leaders at Western Holdings gold mine near Welkom in July 1986

Articles by the reporters published on May 11 quoted eyewitness accounts of the executions

Three of these witnesses named alleged murderers during evidence they gave, under oath, before an open inquiry three weeks after the executions

Police have said they did not attend the inquiry

Last Friday Western Holdings officials handed police 33 of the 43 tape recordings of evidence made during the 13-day inquiry. Ten of the tapes are inexplicably missing

The inquiry, conducted by advocate Mr Dan Bregman, SC, investigated disturbances at the mine during the week preceding the executions on the weekend of July 12 and 13

SINCE calling Minister of Law and Order Adriaan Vlok rude names a fortnight ago, I have been telephoned or visited by a police general, two brigadiers, a colonel, two lieutenants and a warrant officer hearing a subpoena. The ostensible purpose of all this police activity is to discover where Business Day obtained descriptive information about four murders committed three years ago at Western Holdings gold mine before about 2 000 onlookers. Business Day's sources for its reports on the murders were three.

Firstly, notes and a report compiled by Dan Bregman SC (and at times an acting judge) soon after the murders, in which he named the witnesses, who in turn named killers. These names were withheld from publication in Business Day in order to avoid jeopardising police investigations

Tape recordings

Bregman conducted a 13-day public inquiry into disturbances at the mine, in the course of which he gathered voluminous information about the murders. The tape-recordings of the evidence lay gathering dust until last week, when they were seized by the police. By then, 10 of 43 tapes were missing.

Secondly, a number of miners who were present at the time of the murders were produced by the mine management to be interviewed by a reporter at the mine. The mine management also provided an office for the reporter to use for these interviews. They would surely do the same for any policeman.

The police themselves supplied some details, including the name of a man in prison for a later killing.

Murder inquiry goes behind closed doors

KEN OWEN

In other words, the newspaper reports were based on the sort of information which the most cursory inquiries by any police officer must have yielded. Nevertheless, the police insisted — until I insulted their Minister — that they could find no leads to solve the murders.

This attitude of defeatism evaporated very rapidly once the Minister had been (as the Commissioner of Police put it) belittled, giving way to an extraordinary display of energy and determination.

A succession of police officers contacted me, demanding to be given information gathered by Business Day. In each case I said the newspaper was unwilling to act as an information-gatherer for the police, but pointed out that the police had the power to subpoena the staff of the newspaper if they wished to do so.

The Commissioner of Police complained to the Newspaper Press Union that I had offended the terms of the agreement between the SAP and the NPU, and threatened to suspend all ties with Business Day.

A subpoena was delivered to my office by a warrant officer, supervised by a colonel and a lieutenant, which ordered me to appear before

a magistrate to declare all I knew about the murders. The subpoena contained a warning: "Failure to comply with this order may render you liable to arrest and sentence."

In court, the prosecutor insisted on a secret inquiry, and an application by my lawyer to have the inquiry held in public was dismissed; so was an application to appeal to the Supreme Court to review that decision. The Press and public were evicted and the hearing proceeded in secret.

South African editors have endured so much prosecution and persecution down the years, they are so often convicted for the crime of trying to tell the truth, that they have in the past been dubbed "the criminals in charge of newspapers." So none of this was entirely new to me. Nevertheless, I left the courtroom utterly bewildered. I cannot remember a more pointless or unnecessary inquisition why had Business Day reported on this murder? (Well, why not? Is it a crime now to discuss murders in this country?) I trotted out the obvious reply that it was surely a matter of public interest that the police had failed to solve a murder case with 2 000 witnesses.

The inquiry offered me no opportunity to elaborate if intimidation of potential witnesses to murder is so effective as to defeat the best

efforts of the police, then what law is left to us? Who, then, governs? To whom must one turn if one's child, or parent, or sibling, is murdered? Do we need a different police force — an equivalent of the FBI or Scotland Yard — to handle cases that defeat the SAP?

Nobody asked these questions, but they should be raised — if not by the newspapers then by the Opposition MPs in Parliament. They are serious questions about the condition of the country and the effectiveness of its rulers. A government which cannot enforce the common law is not a government but something in the nature of a set of warlords.

Bewildering

The remaining questions put to me, were as bewildering did I check the work of the reporters? (No, I have staff to do that.) Did we have the names of witnesses to the killings? (Yes, some but not all the names produced by the Bregman inquiry). And so forth.

Then it was all over. I had been asked only what the police could — and should — have asked. Bregman and the mine management, indeed, if they had read the newspaper closely, and with intelligence, they could have learned as much from the published reports as from questioning me.

What was the purpose? Why the secrecy? Why the involvement of a general, two brigadiers, a colonel, two lieutenants, and a warrant officer in this long-cold case of murder? I haven't the faintest idea.

But soon afterwards, the police were demanding to question two of Business Day's reporters. The show, it seems, will go on.

Business Day reporters subpoenaed

213

BUSINESS DAY reporters Riaan Smit and Siphon Ngcobo were subpoenaed on Tuesday to furnish police with information about the public executions of four mine team leaders at Western Holdings gold mine, near Welkom, in July 1986.

The subpoenas were served in terms of Section 205 of the Criminal Procedures Act.

Their articles on May 11 quoted eye-witness accounts of the executions. Three witnesses named alleged murderers during evidence they gave to an inquiry three weeks after the killings.

Business Day Reporter

Police have said they did not attend the inquiry. Last Friday, Western Holdings officials handed police 33 of the 43 tape recordings of evidence made during the 13-day inquiry. Ten of the tapes are inexplicably missing.

The inquiry, by advocate Dan Bregman SC, probed disturbances during the week preceding the deaths during the weekend of July 12 and 13 1986.

● See Page 6

CNC-11-14 916/89 (213)

Mine killings: No arrests

NO arrests have been made in connection with the public executions of four mine team leaders in July 1986 at Western Holdings gold mine near Welkom, police said in Pretoria yesterday. Business Day editor Mr Ken Owen and two reporters were subpoenaed in terms of Section 205 of the Criminal Procedures Act two weeks ago to reveal the identities to police of three mine workers who identified the alleged murderers.

Reports by Staff Reporter Owen, Correspondent, Sapa, Reuter AP and UPI

Food supplies may be affected

Mineworkers in protest actions

Thousands of mineworkers were this weekend reported to be participating in peaceful protest demonstrations against Wednesday's election and the unpopular Labour Relations Amendment Act, according to the National Union of Mineworkers (NUM)

And there are reports that supplies of milk, bread and other goods could be erratic tomorrow and on Wednesday when the Congress of SA Trade Unions' protest action peaks

Dairybelle in Cape Town expects milk deliveries to be disrupted because of stayaways. Witwatersrand suppliers have yet to clarify the situation

In a weekend round-up of protest action by Cosatu affiliates, the NUM said it had confirmed reports of protests. However, mine managements have not yet confirmed the incidents

At De Beers' Kimberley Mine, NUM said more than a hundred mineworkers staged a peaceful protest march on Saturday

"In the Witbank region, workers on at least six mines have been engaged in protest action since the night shift went down on Friday night," the NUM said in a statement

"Mineworkers are singing, dancing and carrying placards against the racist elections and union-bashing Labour Relations Act

The NUM said the mines where workers were protesting included Arnot Colliery, SA Coal Estates, Kriel Colliery, Goedehoop, Douglas Colliery, Bank Colliery and Vandyks Drift

The NUM also complained of continuing harassment

On Saturday, NUM's Empangeni regional office was visited by police looking for pamphlets and stickers relating to the Act. The Welkom office was also raided and three union organisers were allegedly detained. The Namaqualand office was raided on Friday

Workers at Waterkloof and Rustenburg Refineries were also demonstrating against the Act, NUM said. Claims of protest action on the mines come in the wake of protest action on Friday

Cosatu reported sit-ins "ranging from one hour to the whole day" at several retail stores including certain branches of Checkers, Woolworths, Pick 'n Pay, OK Bazaars and Ellermes. The sit-ins, which have not been confirmed by the stores, occurred in Vanderbijlpark, Vereeniging, Three Rivers, Meyerton and Bloemfontein

International support

Several meetings planned by Cosatu and its affiliates were restricted at the weekend. They included a meeting of the National Union of Metal Workers of SA at the Sharpeville Community Hall and a meeting of Cosatu's Western Transvaal regional congress in Vereeniging yesterday

Messages of concern and support for the protest action have been received from the International Union of Food and Allied Workers Associations in Geneva, the Commonwealth Trade Union Council, the International Confederation of Free Trade Unions, and the United Automobile, Aerospace and Agricultural Implement Workers of America — Sapa and Own Correspondent.

Union claims supervisor shot activist

Workers at Rustenburg Refineries, owned by Johannesburg Consolidated Investment, have downed tools after the alleged shooting of a black worker by a white supervisor, a National Union of Mineworkers spokesman said last night

It is claimed that the supervisor committed suicide a few minutes later

The spokesman said the worker, Mr Jeffrey Njuza, who was an NUM shop steward and member of the Mass Democratic Movement, went to work at 10 am on Saturday at the base-metals refinery section

"A white supervisor from another section asked the base-metals section supervisor to enter his section for reasons unknown to workers

"On entering the section, the supervisor pulled

out a revolver and shot Jeffrey Njuza, who died instantly. Immediately after this, workers downed tools in protest

"A few minutes later a shot was heard and the supervisor who shot Mr Njuza was found dead"

The NUM spokesman said Mr Njuza had been engaged in defiance activities at the plant since the MDM campaign began and had earlier been charged with using a chair reserved for whites in the refinery canteen

He said management had been "victimising" workers who used whites-only facilities such as chairs, toilets, canteens and changerooms

Workers had responded by ignoring warnings from management — Sapa

Star 6/9/89

(213) (2)

57 000 NUM members down tools in protest

By Mike Siluma, Labour Reporter

About 57 000 members of the National Union of Mineworkers at more than 28 mines and refineries downed tools yesterday, the first day of protest action against the Labour Relations Amendment Act and today's election, the NUM said.

It accused management of forcing workers to go to work at gunpoint at Anglo's Elandsrand and Western Deep Levels gold mines on Monday night. Union spokesman Mr Jerry Majatladi claimed that at President Steyn gold mine, security personnel had surrounded compounds with Casspirs and herded workers underground.

Court interdict

Management served workers and the NUM with a court interdict to compel workers to resume work at Anglo-owned President Brand, President Steyn and Kriel mines.

Mr Majatladi said preliminary NUM figures showed night-shift workers at the Arnot, Kriel, Matla, Coal Estates, Bank, Blinkpan, TNC, Douglas, Van Dyk's Drift and New Largo collieries had refused to start work. Workers stayed away at Optimum, Goedehoop, New Denmark, Stitzkop, Ermelo and Usuthu.

About 11 000 workers downed tools at the Namaqualand, Finsch, Kimberley, Geology and Premier diamond mines, and 20 000 miners stopped work at Kinross, President Brand, Bracken, Marievale and Winkelhaak gold mines. Refineries affected were Impala, Rustenburg, Rand and Ergo.

An Anglo spokesman said 2 507 (28,5 percent) stayed away at the group's coal mines. The only gold mine affected was President Steyn, where 3 370 workers stayed away. About 33 percent of workers stayed away at Ergo Brakpan, 16 percent at Simmergo and 59 percent at Daggafontein.

Gold Fields of SA reported normal turnouts. A Rand Mines spokesman said the Douglas mine had an 80 percent stayaway and Van Dyk's Rus 100 percent.

The Anglo spokesman denied allegations that workers were forced to work at gunpoint and that Casspirs were used. He said eight workers were taken away by mine security after "preventing employees from going to work".

De Beers said about 2 000 workers stopped work at Koffiefontein, Finsch and Geology mines.

Genmin said the entire morning shift at the Bracken gold mine stayed away yesterday, 94 percent at Kinross, 53 percent at Marievale, 10 percent at Leslie and 1 percent at Winkelhaak. About 44 percent of workers did not report for work at the Impala Refinery.

There was a total stayaway at Usuthu, Ermelo and Kilbarchan collieries and 80 percent at Matla. About 80 percent stayed away at Samancor's Witbank plant.

Cuba 'keeping to agreements'

BELGRADE — Cuba assured the non-aligned summit yesterday that it remained committed to the agreements on Angola and Namibia, and was following its troop withdrawal timetable 'in strict detail'.

The Cuban commitment was made by the first vice-president, Mr Raul Castro, brother of Cuban leader Dr Fidel Castro.

Dr Castro announced at the last moment that he would not be going to the Belgrade summit. His brother said economic and political tasks and international duties were the reason — Special Correspondent

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spokesman said.

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Three die in mine clash

THREE miners were killed and 11 injured in a clash with security staff at Gencor's Kinross Mine near Evander, the mine's management said yesterday. (2/3)

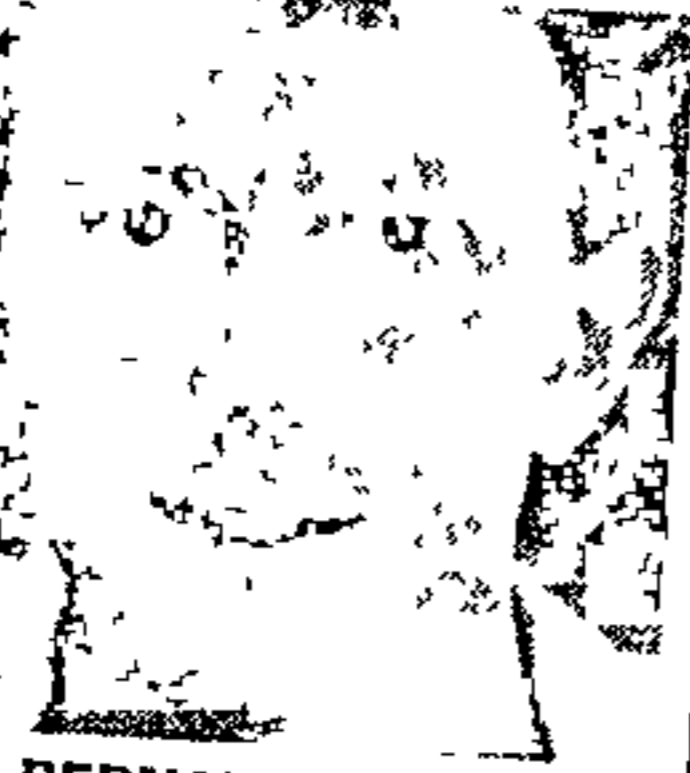
A Gencor spokesman said three security officers were injured, one seriously, during Friday night's clash.

The spokesman denied claims by the National Union of Mineworkers that the company had used live bullets "to intimidate a protest" against Wednesday's election. Police are investigating the incident. S/Times 10/9/89

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BERNARD LEVINE
Don't be greedy in bed



er where 53 died

147
213

Two die over a white teacup

By CHARIS PERKINS
and ANDREW GILLINGHAM

5 Times
219/138
THE National Union of Mine Workers has claimed that a miner was killed because he defied apartheid by drinking from a teacup reserved for whites. In a Weekly Mail advert, the NUM "saluted the memory" of union shaft steward Mr Jeffrey Njuza — who was shot by a production supervisor at Johannesburg Consolidated Investments' Rustenburg Refineries last week. The supervisor, Mr Ockert Vermeulen, was found dead minutes later with a gun at his side. Workers at the refinery downed tools in protest. The NUM said in the advert that Mr Njuza was shot "because he had defied apartheid by drinking from a cup reserved for whites".
"At Rustenburg Refineries JCI has refused to abolish segregation"
The company is investigating the incident

3 dead, 12 hurt in mine unrest

CAPT KINIS 11/9/89
J13

JOHANNESBURG — Three people were killed and 12 injured — three seriously — at the weekend when a large crowd armed with pangas and knives attacked men on security and administrative duty at the entrance gate to a hostel at Kinross mine near Evander, the mine management announced here yesterday.

The deaths came after a week of tension during which workers had been protesting against Wednesday's general election.

A mine spokesman said three of the attackers were fatally injured by shots fired by security guards and a further nine injured, two critically.

Three security officers were injured, one seriously.

Police detained nine men.

Next of kin of the deceased have not yet been informed.

The National Union of Mineworkers (NUM) has condemned "in the strongest terms" the killing of the three mine workers.

A NUM spokesman accused the mine owners, Gencor, of using "live bullets to intimidate union members."

Other workers, in particular those wearing union insignia, were targeted by security staff who also fired birdshot along with live ammunition, the spokesman said.

Spokesman for the Kinross mine Mr Tom Ferreira however pointed out that the miners had been armed.

"There is no doubt that the group was stabbing and attempting to assault the security personnel," he said — Sapa and UPI

Killing of two colliery workers investigated

213 ALAN FINE

MINE management, the SAP and the NUM have launched investigations into the murders of two employees at Anglo American's New Vaal Colliery in the northern Free State on Monday evening.

The killings occurred after a period of tension at the colliery. Events included a brief bus boycott and the dismissal of two NUM shop stewards for, according to the NUM, allegedly intimidating workers into supporting the boycott.

A New Vaal spokesman said one of the deceased was an employee who had given evidence at the disciplinary hearing which led to the dismissals.

He said it was believed a group of employees assaulted individuals which resulted in the death of the two employees and injuries to others.

"This incident again highlights the importance of a code of conduct to ensure both the prevention and peaceful resolution of conflict," he added.

A NUM spokesman said the union would be in contact with Anglo head office soon to discuss the matter.

Seven employees were questioned by police but, an SAP spokesman said, no arrests had been made yet.

The NUM spokesman said it appeared the deaths occurred as workers were being dispersed by police. They had been waiting for a report back on a meeting between shop stewards and management.

Yesterday's police unrest report on the incident said blacks had clashed at a hostel at Viljoensdrift, resulting in the death of a man and serious injuries to three others (One of the injured later died).

Black ^{CMA 11/13}
Mountain ¹⁻⁷⁶
miners ^{J13}
on strike

Labour Reporter

ABOUT 1 000 workers at a Namaqualand mine have been on strike since last Tuesday in support of higher wages

The legal strike at the Black Mountain mine, jointly owned by Gold Fields of SA and American copper corporation Phelps Dodge, followed many rounds of wage talks, a conciliation board hearing and a strike ballot, a National Union of Mineworkers (Num) spokesman said yesterday

Workers revised their initial demand for a minimum monthly wage of R356 to R296, but management was sticking to its final offer of R271, the spokesman said.

Demands for increases between R59 and R214, or 25% across-the-board, were aimed at moving the mine's wage levels up towards the range now being paid by the bulk of the mining industry.

The mine, which is about 120km north-east of Springbok, produces lead, zinc, copper and silver.

Gold Fields of SA spokesman Mr Attie Roets confirmed the strike

STRIKING NAMAQUAALAND WORKERS RETURN



AN historic strike ended in the Northern Cape last week when more than 1 000 Black Mountain miners decided to return to work rather than be dismissed.

The miners were on strike at the mine near Aggenys for more than a fortnight.

A National Union of Mineworkers spokesperson said that this was a record length of time for a strike at any mine administered by Goldfields.

It is also unique in Namaqualand, an area not noted for worker militancy.

Num organiser Martin Bezuidenhout said the workers had agreed to accept management's offer of a 13,5 percent wage increase.

They would also get an across-the-board 75 percent travel allowance.

The union was still in dispute

over the implementation date, he said.

Num wants the increase to be implemented from July 1 but management wants it to be implemented from September 1.

Num national organiser Gwede Mantashe said the workers had decided to return to their jobs because they faced dismissal.

"Workers decided to return to

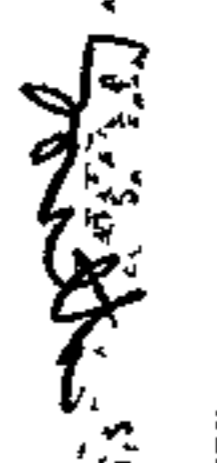
their jobs so that the union would remain intact and be in a better position to bargain in future," Mantashe said.

Meanwhile, Num has rejected an offer by De Beers of a minimum wage of R634 at the Kleinsee diamond mine.

Num is demanding R800 — an increase of R240 on the current minimum wage. — NAMAQUA NEWS



213



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8 000 De Beers miners begin strike ballot

THE National Union of Mineworkers (NUM) is to begin a strike ballot tomorrow among more than 8 000 of its members employed at five De Beers mines after yesterday's deadlock in annual wage negotiations. *Bloom 27/1/89*

De Beers spokesman Neville Huxham said the deadlock had been reached at the second conciliation board meeting. The company offered 18% to 17%, while the NUM was demanding 19% to 37% increases.

He said the employer's offer would take the minimum monthly wage up to R647,

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ALAN FINE

and would represent R1 858 in the top job category covered by the negotiations.

The NUM represents more than 80% of the workers in the bargaining units.

Huxham said the union had requested, and would be granted, balloting facilities on company premises.

He said the wage offer was "fair and reasonable" and well above that agreed to by the NUM and the Chamber of Mines.

The NUM could not be reached for comment.

5 000 at Sasol vote to strike

213

ALAN FINE

THE Chemical Workers' Industrial Union (CWIU) said yesterday 5 000 members at Sasol's Secunda mines had voted to strike over demands for a food allowance for miners living outside hostels and because of "exorbitant" penalties when workers lost their company badges.

The union also expressed concern about members' allegations that certain hostel managers and indunas had asked another group of workers to arm themselves so they could attack union members should a strike take place.

A Sasol spokesman said after a meeting with union representatives on Monday a search had not turned up any dangerous weapons. Allegations about the hostel managers had been investigated and found to be unfounded.

He said Sasol recovered R20 — the replacement cost — for lost badges.

He refused to comment on union allegations about management condoning certain action against strikers, saying they could be regarded as libellous.

THEO RAWANA

10 000 miners
6/10/89

MINEWORKERS have won the right to march through Johannesburg — but they will exercise it three weeks later than they had intended to. The Rand Supreme Court hearing of the National Union of Mineworkers (NUM) in Johannesburg against the Johannesburg City Council's refusal to grant permission for the march tomorrow morning ended yesterday with the two parties reaching an agreement that the march could go on on October 28. The union had applied to the Chamber of Mines' Chief Magistrate and the Chamber of Mines' Centenary Celebrations.

The march was to start at Wits University at 11am, and go via Jorjison and Bendha Streets, over Queen Elizabeth Bridge into Simmonds Street and along Main Street to the chamber's head office in Holard Street at 12.30pm. The chamber had held dinners and other celebrations for representatives of mining houses and NUM was unhappy that the chamber staff in management positions had not been recognised sufficiently and their aspirations were unfulfilled. It said. The march was to make the miners' feelings known to the chamber.

10 000 miners win right to march through Jo'burg

Acting chief director of public safety Theo Olivier turned down the application saying the timing and route taken would lead to disruption of heavy Saturday traffic and of normal business activity. He said the least spark of violence could put the public and municipal employees at risk. NUM legal representative Ishmael Mochamma (SC) instructed by Naidoo, Naidoo & Cambanis, brought the Interdict which was heard yesterday afternoon. NUM had applied for the setting aside of the council's decision and applied that an order allowing the march be made. Sub-

ject to conditions that not more than 10 000 miners, clad in work clothes, would march in rows of 10 people and the march would start not earlier than 11am and end at 12.30pm. The union had given assurances the march would be peaceful and discipline would be maintained. The parties told After an agreement had been reached, the judge made the agreement an order. The Chamber of Mines last night released a statement saying: "On the basis of court. The Chamber does not agree that while the chamber does not agree with what the NUM says, but defends its right to say it, the chamber welcomes the fact that it appears that the NUM will be allowed to hold a protest march celebrating a centenary of the massive accumulation of wealth for a tiny white minority. The chamber was this week celebrating a centenary of the massive accumulation of wealth for a tiny white minority. The NUM national executive committee statement said yesterday: "The average monthly wage of a black miner was today at R500, one-sixth of that of his white counterpart and among the lowest in the whole SA economy." See Page 12

B/Dam 6/10/89

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De Beers the fourth big firm hit by strike action

DE BEERS is facing its first full-scale wage strike by about 8 000 NUM members, probably from Sunday night, and three other companies have already been hit by strikes involving nearly 14 000 workers.

The NUM's Jerry Majatladi said the counting of strike ballots cast by 8 000 members was completed yesterday, and the result was an average 85% "yes" vote in favour of striking for an improved wage offer. The action would probably begin with Sunday's night shift, he said. The corporation's five SA diamond mines and geological division were affected.

De Beers spokesman Neville Huxham confirmed the balloting had been completed in an orderly manner. Its validity was not in question.

Neither knew of any plans for further talks aimed at heading off a strike. Huxham said De Beers was not aware of the NUM plans and could not be said to be preparing itself for possible strike action. He said De Beers considered the 16% to 17% wage offer fair and reasonable. It would bring the minimum monthly wage up to R647 which was more than double what the union had accepted in its annual negotiations at the Chamber of Mines this year.

Majatladi said the NUM's 17% to 37% demand was justified when considering inflation and the need for a living wage.

He could not predict for how long members would hold out, saying this depended on the forms of pressure —

ALAN FINE

like possible dismissals or hostel evictions — management brought.

THEO RAWANA reports that about 8 000 workers, members of the Chemical Workers Industrial Union (CWIU), began a legal strike on four Sasol plants in Secunda on Wednesday night.

The CWIU said the action came after a strike ballot had been taken and was over management's refusal to provide a food allowance for workers living outside the hostels.

The company said: "Sasol provides free board and lodging for employees staying in the hostels. Employees who prefer to live in the town of Embalehle receive an allowance of R80 per month as well as free transport to the value of about R85 per month. The company regards these allowances as extremely fair."

It said production at Sasol operations was not affected and negotiations were continuing.

Negotiations

EDWARD WEST reports that more than 5 000 workers yesterday declared a strike in three divisions of Premier Food Industries — milling, oils and fats and animal feeds.

The dispute arose out of a demand for a R33 weekly across-the-board increase, or 16%, or whichever was greater against offers made by the company in its various divisions.

The Premier Group said in a state-

ment that the strike followed five months of negotiations and was proceeding in a peaceful manner. Most of its plants were using casual labour while the strike was in progress.

At mediation, the milling division, the highest payer in the milling industry, offered a final increase of 16,3% at the minimum wage level. This would have brought the 7% of the workers on the minimum wage in the urban areas to R214 a week. Further talks in the other divisions were suggested, but rejected by the union, Premier said.

Sapa reports that Cargo Carriers has been hit by a county-wide strike bringing the transport giant to a virtual standstill.

Industrial relations manager Nick Pretorius said although some employees had continued working despite the strike, it was of such a scale that it was regarded by Cargo as a "total" strike.

"We'll be affected negatively by a strike of this size and must therefore resolve it as quickly as possible."

The strikers are striking in sympathy with 280 workers who were dismissed for "illegal striking" at the Vanderbijlpark branch of Cargo.

"Cargo regards this national strike as an illegal strike, too, and we have met the Industrial Council."

The council referred the case to the Industrial Court.

● Business Day incorrectly stated in its report on the strike yesterday that management was unavailable for comment. A faxed statement was received but went astray.

De Beers facing full strike

Capt. T. H. S. 7/10/89 Own Correspondent *213* ~~213~~

JOHANNESBURG — De Beers is facing its first full-scale wage strike by the National Union of Mineworkers, probably from tomorrow night, at the corporation's five South African diamond mines and its geological division.

The NUM's Mr Jerry Majatladi said the counting of strike ballots cast by 8 000 members had been completed on Thursday and the result was an average 85% "yes" vote in favour of striking for an improved wage offer. The action would probably begin with tomorrow's nightshift, he said.

De Beers spokesman Mr Neville Huxham confirmed that the balloting had been completed in an orderly manner. The corporation was not questioning its validity.

SAFETY TRIPS 14/10/87
**Strike at 5
De Beers mines**

JOHANNESBURG — De Beers has offered its employees an increase of 17% in an attempt to stop the strike which by last night was expected to involve 10 000 of its workers.

About 6 500 employees failed to show up for their Thursday and early Friday shifts at five De Beers-owned mines, and Mr Sej Motau, a spokesman for De Beers, said late-shift workers yesterday were also not expected to show

The mines affected are Namaqualand, Finsch, Kimberley, Koffiefontein and Premier — Sapa

Strike at 5
De Beers mines

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The mines affected are Namaqualand, Finsch, Kimberley, Koffiefontein and Premier. — Sapa

NUM to respond to De Beers today

ALAN FINE

THE National Union of Mineworkers (NUM) expects to be ready to respond today to De Beers' call for further negotiations, including possible mediation, aimed at resolving the wage strike at De Beers' five SA diamond mines and its geology division. *8 Day 16/10/89*

A NUM spokesman said on Friday the strike, which began with Thursday's night-shift, involved about 9 500 members plus a number of non-members at the Namaqualand, Kimberley, Premier, Finsch and Koffiefontein mines and the geology division. De Beers put the figure at 7 800.

De Beers has offered wage increases for 1989 ranging from 16% to 17% plus recognition of June 16 as a paid holiday. The NUM demand stands at 17% to 37%. The company made its proposal for further talks on Friday. *213*

The parties have still not reached full agreement on rules of behaviour to be observed during the strike. The NUM spokesman said several aspects had been agreed, but De Beers had "refused to budge" on the union's proposal that strikers be protected from dismissal.

Yesterday De Beers, responding to reports that the NUM had said one of the demands was for racial wage parity, said the union had been unable to substantiate any claim of wage discrimination.

The company rejected union allegations that De Beers pursued a policy of paying poverty wages, saying its wages were among the highest in the industry.

De Beers strike stays suspended

Ten hours of negotiating yesterday ended with the further postponement of the strike by 8 000 De Beers diamond miners

The talks failed to end the dispute, but there were revised wage demands by the National Union of Mineworkers (NUM). De Beers responded with revised offers

NUM assistant general secretary Mr Marcel Golding told Sapa that the strike, which was suspended on Monday after De Beers agreed to negotiate, would not be resumed pending a report-back to members

Yesterday, De Beers improved its offer of R647 a month to R653 for the lowest grade of workers, and from R1 858 to R1 866 for higher grades.

The union is now asking for minimums of R700 and R1 890.

— Sapa

(1A) (2B)

19/10/29

8 000 diamond miners to proceed with strike

Stow 23/10/89
The strike by about 8 000 diamond miners at De Beers group mines is set to go ahead following the National Union of Mineworkers' rejection yesterday of the company's revised wage increase offers

De Beers said in a statement the NUM had not accepted the new offers on wages and other conditions of employment made on Wednesday and had indicated that the strike, which began on October 13 but was suspended on October 17, would be resumed pending the outcome of further mediation.

In an apparent attempt to break the strike De Beers said yesterday its wage increase offer would be implemented, and workers who returned to work before October 25 would receive a lump sum in back-payment in terms of the increase

Workers who returned after October 25 would not receive the back-payment — "this additional benefit", De Beers said — Sapa. ~~213~~ ~~213~~ ~~213~~ 213

Diamond industry may see pay strike

Labour Reporter

Between 8 000 and 10 000 black miners are poised for the first national strike on the diamond mines, following deadlock in pay talks between De Beers and the National Union of Mineworkers

The NUM said yesterday that 85 percent of its members had voted to strike at De Beers' Finsch, Premier, Namaqualand, Kimberley and Koffiefontein mines

It said the union had explored all the legal avenues in an attempt to win a minimum wage of R761 a month, as against the corporation's current minimum of R553

In an interview last week, De Beers' Mr Neville Huxham said the dispute centred on wages for the lower paid.

The company is offering a minimum wage increase of 17 percent at the bottom, while the NUM is demanding 37 percent.

● The NUM has also announced that 3 000 miners are on strike over pay at two Messina Development Corporation mines.

Executions on mine: 18 arrested

Own Correspondent

JOHANNESBURG — Almost 3½ years after the public execution of four Basotho team leaders at the Western Holdings gold mine near Welkom, 18 men were arrested and appeared in court last week on charges of murder. They will appear again on December 11

Business Day editor Mr Ken Owen and two reporters were subpoenaed in May to hand over information to police after a special report, quoting eyewitness accounts of the murders on July 12 and 13, 1986, at the Anglo American mine, was published

The accounts were mainly from a public inquiry by Mr Dan Bregman SC into a labour dispute at the mine

Police initially said the Bregman report contained no leads to solve the murders, but after the Business Day special report was published, police confiscated taped recordings of the inquiry proceedings

On the night of Saturday, July 12, 1986, Mr Chemist Mbalo was executed on a table at No 6 Shaft Hostel in front of a crowd estimated by different witnesses at between 80 and 400

The following night Mr Mosa Posholi, Mr Ramarumo Libenyane and Mr Bofelo Martini, were forced to stand on the same table and were beaten to death in front of an estimated 2 000 other black miners

The four team leaders were accused of being "impimpis" — informers for mine management

Almost a year after the four executions, on June 6, 1987, two white mine officials were murdered by a mob of mine workers at No 6, barely a 100 metres from the spot of the executions

Two days later, 138 miners were arrested, of whom 17 subsequently faced charges of murder and public violence

One miner was sentenced to death and eight were jailed for between three and 10 years on all three charges

MINING - STRIKES & DISTURBANCES
1990

JANUARY - ~~SEP~~ ~~AUGUST~~ DEC.

Africans strove for unity in early 1800s

SMC 14/2/90

(213)

The formation of the African National Congress in 1912 was the result of black grievances that go as far back as the beginnings of British colonialism in the early 1800s.

United in the will to survive and defeat the forces of colonialism, blacks began to move away from tribalism towards an African nationalism, which was to cut across ethnic identity and emerge as a powerful force against the governments which followed.

The discovery of diamonds and gold in the late 1800s was a significant event which led to a new social force that consolidated this nationalism — the working class

It was in the mining environments of Kimberley and the Witwatersrand that African nationalism grew most rapidly

The mining, and industrial sites later, drew in migrant peasants

This coming together of people from different ethnic backgrounds into a single black brotherhood was a new phenomenon that enabled workers to see themselves as "Africans" rather than members of particular tribes

It was in these working class environments that Africans found their first weapon of resistance — the strike.

Writes L. Forman in 'Chapters in the History of the

Mr Nelson Mandela's name has become synonymous with the ANC. Yet little attention is paid to the early grievances that led to black nationalism

HELEN GRANGE reports

March to Freedom' "It is remarkable how soon these men were using the universal weapon of the working class

"In December 1882, before there is any record of a strike by white workers, one hundred Africans at a Kimberley mine stopped work for two days and brought the mine to a halt after wages were reduced . . . by 1884 there were at Kimberley no fewer than four different Non-European Benefit Societies, predecessors of a trade union movement"

It was about this time that

the first signs of an armed struggle emerged

It was noted that not all workers came to Kimberley to work because of starvation . . . Some came from far in the interior with the sole purpose of securing guns to resist colonial forces — in defence of land, cattle and independence.

They would stay no longer than was necessary to get guns. Among grievances that fired African nationalism were tax and pass laws which brought labour to the mines . . . and controlled it once there.

The pass laws were introduced under direct pressure from the Chamber of Mines in 1896. They stipulated, among other things, that African miners must wear a metal plate or "badge" on the arm

These were used to control their movements, and where they could live and work. Later, documents were introduced

The Glen Grey Act was another instrument in this process of enslavement.

It introduced a tax which, in the words of Mr Cecil Rhodes, "removed Natives from the life of sloth and laziness, teaching them the dignity of labour, and

made them contribute to the prosperity of the state . . ."

As the mining industry grew, safety and conditions for black miners worsened — but with proletarianisation came another process the articulation of the aspirations of Africans by non-working-class forces

It was during the Anglo-Boer War and after the Peace of Vereeniging that concrete steps were taken by Africans to form a movement which would devise a method of presenting grievances and complaints to the government

The new political awareness was reflected in the speeches and writings of black intellectuals studying abroad

report because of its wide terms of reference.

sons from the right-wing who wanted to frustrate the reform initiatives of

bers of the security force.

Objection delays trial of ex-MP

PORT ELIZABETH — Defence counsel for former East London City National Party MP Petro (Peet) de Pontes objected to the bribery count as framed in the charge sheet when De Pontes's case resumed in the Regional Court yesterday.

Before De Pontes, 39, was asked to plead, defence counsel F van Zyl objected to the bribery count as it was framed.

The particular charge alleges that between 1983 and 1988 at East London, Pretoria and Cape Town, De Pontes bribed an official of the Department of Internal Affairs, Johan Scheffer, in order to influence him in the execution of his duties.

It names occasions on which De Pontes arranged to have Scheffer's travel and hotel expenses paid and to have a car placed at his disposal.



● DE PONTES

It also alleges De Pontes persuaded Scheffer he would use his influence to further Scheffer's career, and specifically that if De Pontes became a Cabinet Minister, Scheffer would be his private secretary.

Van Zyl argued on two grounds. Firstly he submitted the count in fact included three alleged offences. Secondly he said because the State could not supply times or places, the charge was vague and embarrassing.

A de Jager for the State argued that in fact the "influence" was exercised over Scheffer for a period of time.

She said the payment of travel and hotel expenses and the provision of the car were simply parts of the influence and not separate offences.

The magistrate, Regional Court president G Steyn, will give his ruling later.

De Pontes appeared on four counts of fraud, two of theft, bribery, forgery and uttering.

The charges all relate to an association with a Vito Roberto Palazzolo, Palazzolo's entry to the Ciskei and SA and various business arrangements. — Sapa.

Decision on mine murders pending

FREE State attorney general Tim McNally will decide by mid-March whether to prosecute 18 men arrested in connection with the murder of four Basotho team leaders in July 1986 at Western Holdings gold mine near Welkom.

A public prosecutor, who asked not to be named, said police evidence forwarded to the AG consisted of three volumes. (213)

The 18 men were arrested in November last year and have been in custody pending the outcome of the investigation, police said. (213)

The arrests followed the murders — witnessed by an estimated 2 000 fellow

mine workers — of Mosa Posholi, Ramarumo Libenyane and Bofelo Martini on the night of Sunday, July 13 1986, at the No 6 Shaft hostel.

The previous evening a fourth team leader, Chemist Mbalo, was allegedly forced to stand on a table in a courtyard formed by accommodation blocks, and was beaten to death in front of an estimated 80 to 400 mine workers.

According to witnesses, the four team leaders were accused by National Union of Mineworkers shaft stewards of being spies for the Anglo American mine management.

RIAAN SMIT

TRUCKERS RUN A BIG AIDS RISK

EDWARD WEST

AT LEAST half of 225 staff members with a Durban-based transport firm, which sent trucks to Malawi regularly, were found to be infected with the AIDS virus, AIDS Economic Research Unit (AERU) spokesman Keith Edelston said yesterday.

Edelston said in central Africa one of the main routes for the spread of the virus was along major international trade routes. A large proportion of drivers entering SA from these routes were infected.

Edelston said tests done at a Malawi transport firm showed 48 out of 52 drivers were infected with the virus. (213)

Edelston said the AERU wanted to get together with private transporters and the Road Freight Association to put together a strategy to address the AIDS problem but transport unions were not prepared to participate.

The Road Freight Association could not be reached for comment yesterday.

Aids Training and Information Centre head Dr Ruben Sher said he did not necessarily agree with AERU statistics, but confirmed international truck routes were a major mechanism contributing to the spread of the virus.

Sher said SA drivers travelling into central Africa were often aware of the danger of AIDS but the main danger lay with drivers from central Africa resorting to prostitutes in SA.

Transport & General Workers Union spokesman Jane Barret said the union was doing training with regard to the AIDS problem.

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Milestone court order against strike

ALAN FINE

213

GENMIN-administered Marievale gold mine has won a milestone Industrial Court interdict restraining NUM members from striking on the grounds that a strike may force the permanent closure of the mine. The interdict was granted at an urgent court sitting in Pretoria on Tuesday night, labour lawyer Willem le Roux said yesterday. He said it was the first time the court had granted an interdict on this basis.

However, about 400 NUM members began striking on Tuesday night in support of demands for higher severance pay for retrenched workers, and they continued to do so yesterday in defiance of the order.

Le Roux said presiding officer advocate DJ Pienaar had found the company had established a clear right to the order and had shown the balance of convenience rested with it. *8/Day 11/3/90*

Marievale had argued that the mine, a marginal one, was near the end of its life. The NUM action, even if lawful, would be an unfair labour practice because a long strike would lead to the mine's closure.

The return date of the rule nisi has been set for March 28.

A NUM spokesman said the strike began after seven months of negotiations on a retrenchment agreement. The point of deadlock was a union demand that workers being retrenched be entitled to two weeks pay per year of service. The company is

To Page 2

Milestone

offering one week *8/Day 11/3/90*

The NUM criticised management's "attitude" to the whole dispute, saying that "rather than issuing threats and interdicting the union, management should continue negotiations with the union representatives until the dispute is amicably resolved"

It said 300 workers were retrenched last year, and it was only after legal avenues were exhausted that workers decided to

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From Page 1

strike in an attempt to win their demands

A union spokesman said workers were still striking because they believed they had followed all necessary procedures to entitle them to strike lawfully

Marievale management could not be reached for comment on the strike. It is understood management met with NUM representatives during the day but the matter was unresolved

Management agrees to look at miners' grievances

MORE than 450 striking workers at the Genmin-administered Marievale gold mine returned to work yesterday after management agreed to consider their grievances

Strike action was taken when management and the NUM deadlocked over retrenchment benefits. The union was demanding two weeks severance pay for 378 workers retrenched in September last year, while Marievale was offering only one week.

213

ANDREW GILL

NUM assistant general secretary Marcel Golding said the union would consider resuming the strike should employers not accede to demands that workers are paid two weeks severance pay for each year of service on retrenchment

Gengold MD Gary Maude said two weeks severance pay was out of the question as that would be as damaging as the strike

The mine obtained a court interdict on Tuesday night restraining workers from striking on the grounds that it might force permanent closure of the mine

In a statement released last night, Golding said "the application was granted on the strength of untested allegations made by the mine"

He said the union was given only four hours' notice of the application and, as a result, was not represented at the hearing.

"The continued disregard by the industrial court of accepted court procedures should make all labour lawyers and others hang their heads in shame.

"It is high time that companies learnt that interdicts do not resolve disputes"

Maude said it was the union that gave no notice of the strike

"This forced us to bring an urgent interdict against them for economic reasons, and it was on these grounds that it was granted"

Golding said "the only effect interdicts of this type have against lawful strikes is to make workers sceptical of the value of using any statutory conciliation procedures"

The return date for the interdict is March 28

Disruption at
2 gold mines

JOHANNESBURG

Disruptions at two Free State gold mines yesterday resulted in the closing of one shaft and a stayaway at another mine

Western Holdings No 2 shaft in Welkom was closed and 89 senior staff and artisans stayed away from the President Steyn mine No 1 shaft, also in Welkom.

An Anglo American spokesman said employees were protesting at the system of hoisting employees on the basis of seniority — Sapa

Govt rejects CP claims of black assaults

Political Correspondent

THE government yesterday rejected Conservative Party claims that President F W de Klerk's recent reforms had resulted in a rapid escalation of assaults by blacks on white mineworkers.

But CP leader Dr Andries Treurnicht last night called for an urgent meeting with Law and Order Minister Mr Adriaan Vlok after a number of whites were arrested yesterday after sjambokking blacks taking part in a legal protest march in the mining town of Welkom.

Dr Treurnicht demanded that the government no longer give permission for black protest marches to take place through white areas as "such so-called peace marches can very easily result in violence, as has already happened in the past."

"It leads to greater polarisation between black and white and has serious conflict potential," Dr Treurnicht said.

Earlier, Mr Vlok told Parliament during a snap debate on the deteriorating security situation and assaults on white mineworkers that incidents of assault by whites against blacks were "considerably higher" than attacks by blacks on whites.

Black assaults on fellow blacks were also much higher than those by whites

on blacks, Mr Vlok added.

For example, at one of the mines where trouble had recently flared, there had been three cases of blacks assaulting whites, 32 of whites assaulting blacks and 37 of blacks assaulting blacks during the same period.

"In the Klerksdorp Inspectorate, where 81 black-on-white assaults occurred, there had been 217 white-on-black and 463 black-on-black assaults," Mr Vlok said.

Introducing the motion, CP spokesman on law and order Mr Moolman Mentz said that whites had "had enough" of attacks by blacks.

He said the recent wave of attacks on white mineworkers was part of an "orchestrated plan of intimidation" to create chaos in the country and prepare the way for an ANC takeover.

The NP MP for George, Mr Hennie Smit, said that only 28% of the assaults on whites in 1989 had been made by blacks.

The CP's deputy leader, Dr Ferdi Hartzenberg, said the government should stop hiding behind the issue of white fears.

"There is no such thing as white fears. We only see a growing awakening of nationalism. Whites are becoming angry."

The government was making the greatest mistake of its life if it believed that whites wanted to live in an Azania, Dr Hartzenberg said.

Discontent growing at Free State mines

81 Day 13/3/90
DISCONTENT over alleged discriminatory practices on Free State mines was continuing and 8 000 miners were on strike at the Anglo American-owned Vaal Reefs mine near Orkney, National Union of Mineworkers (NUM) spokesman Jerry Majatladi said yesterday

He said workers staged a sit-in on Thursday protesting against alleged preferential treatment given to white miners and there was a strike on Friday.

But Anglo American gold division spokesman Adrian du Plessis denied there had been a strike at Vaal Reefs No 9 shaft. He said there had been a work stoppage protesting against hoisting times on Friday, but workers had returned for the night shift.

He said Free State Anglo mines affected by the NUM protests — President Steyn, President Brand, Western Holdings and Saaiplaas — resumed usual working practices at the weekend.

He said discussions were continuing with NUM representatives at shaft and mine level about the protests against the practice of hoisting on the basis of seniority.

Management had decided to reopen Western Holdings No 2 shaft, which was closed on Friday, after receiving an assurance from the NUM that production would not be affected by protests.

The NUM claimed its workers were locked out on Friday after protest action against queueing preference given to supervisors who were mainly white.

Du Plessis denied an NUM claim that mine security used teargas and fired rubber bullets at workers who gathered at Western Holdings No 2 shaft for a report-back meeting on Sunday.

Majatladi said 100 of the 5 000 workers at the meeting were injured when

ADELE BALETA

they tried to escape from the building where the meeting was to take place. "We are concerned that violence may erupt if situations are not handled correctly," he said.

Du Plessis said the NUM allegations were exaggerated. Prior to the meeting of 250 workers, security approached organisers about disruptive behaviour in breach of the agreed rules for union meetings on company property.

"In a crush by miners vacating the venue, 44 employees sustained light injuries. The meeting was resumed."

Yesterday, Majatladi claimed white miners were arming themselves before going underground at the Genmin-managed Unisel Mine in Welkom.

Assurances

Genmin spokesman Garry Maude said white miners were checked for arms last week, after the Council of Mining Unions (CMU) requested this. No arms were found.

CMU secretary Tom Neethling said black miners had threatened and assaulted white miners in the past.

"We do not approve of our members arming themselves. We have asked management to give us security assurances," he said.

Majatladi said three workers were dismissed from Anglo's Saaiplaas Mine on Friday for allegedly trying to force white miners to queue.

On Saturday at President Brand Mine No 4 shaft in Welkom workers brought their wives into the compound to protest against the compound system and racially segregated facilities.

Mine facilities segregated, claims NUM

By MOKGADI PELA

ABOUT 8 000 members of the National Union of Mineworkers this week downed tools at Vaal Reefs due to "discriminatory policies of the company".

A union spokesman, Mr Jerry Majatladi, said workers were denied freedom of association. Workers also complained about segregated facilities at the No.9 Shaft. *Sowetan 14/3/90*

But, in a statement on Monday, Anglo American disputed that there was a strike, and said it "did not think it helpful to exchange accusations with union spokesmen in the Press".



Search teams

"We are dealing with union representatives continuously, at shaft and mine level, and are making important progress in resolving issues raised in this manner," the Anglo statement added.

Meanwhile, NUM also said 10 000 workers at Vaal Reefs No.8 shaft in Klerksdorp resumed work after an agreement about the constitution of search teams charged with the responsibility of looking for workers who went missing more than a week ago.

On March 3, 10 mineworkers were trapped underground after a rockfall. Workers were demanding that search teams should include NUM shaft stewards.

Vaal Reefs miners on strike over grievances

B/D am 18/3/90

ADELE BALETA

AT LEAST 5 000 miners at Anglo American-owned Vaal Reefs mine near Orkney went on strike yesterday in continuing industrial action at the corporation's mines.

National Union of Mineworkers (NUM) spokesman Jerry Majatladi said strikers at the No 6 and 7 shafts marched to the mine's main office to present a list of demands to management.

Anglo American gold division spokesman Adrian Du Plessis confirmed a series of one-day strikes at Vaal Reefs including strikes at No 6 and 7 shafts yesterday. He said they were "evidently part of an organised campaign which involved protest action at Anglo's Free State gold mines last week".

Majatladi said while strikers were en route to management offices, mine security fired teargas at them without warning.

Workers returned to the hostel and their demands were handed to the hostel manager.

The demands included an end to discriminatory laws at the mine, scrapping of the hostel and migrant labour system, the removal of barbed wire surrounding hostels, the reinstatement of three workers allegedly dismissed for

ignoring disciplinary laws, the removal of mine security and an end to harassment of shop stewards.

Majatladi said a strike by 4 500 miners at Vaal Reefs number 9 shaft continued yesterday.

The strike which began on Tuesday centred around the issue of safety. NUM members were also protesting at the delay in talks on alleged discriminatory hosting times and the reinstatement of two colleagues who were dismissed after trying to form a non-racial queue.

Du Plessis said the strikes were unprocedural in terms of the agreement reached with NUM.

"Management cannot tolerate this pattern of unconstitutional industrial action particularly since it aggravates workplace relations and has led to instances of reported violence and disruptive behaviour which could not pass unheeded."

Amcoal spokesman Paul Clothier said about 1 500 workers who went on a wildcat strike on Monday at the SA Coal Estates Colliery near Witbank had returned to work.

Management were looking into a list of worker grievances.

Miners stage sit-in protest underground

AT LEAST 4 000 NUM members at Anglo's Unisel mine in the Free State have embarked on underground sit-ins to protest against "racial queuing", while production at Vaal Reefs gold mine shafts hit by protests resumed yesterday.

NUM spokesman Jerry Majatladi said management opposed worker demands that integrated queuing be introduced at Unisel.

The mineworkers queue separately on the basis of race to go underground and to return to the surface.

The action was part of the NUM's defiance campaign for "justice, peace and democracy" which focused on discrimination and segregated facilities.

Majatladi said miners on the Wednesday night shift went underground where they staged a sit-in.

"Armed mine security escorted the workers to the surface. The sit-ins continued throughout yesterday's shifts," he said.

Majatladi also claimed management transported five workers off the mine premises. He said when they returned

ADELE BALETA

they were charged with trespassing.

This was denied by gold division MD Gary Maude, who said the NUM was not recognised at the mine and representatives were organising illegal action in an attempt to strengthen their membership and gain recognition. He confirmed sit-ins had taken place.

"Management questioned workers about their action but the miners did not respond. They later came to the surface and returned to their hostels."

He said NUM representatives yesterday approached the mine manager, saying if two workers recently dismissed for protest action were reinstated they would persuade workers to return.

Anglo's gold division spokesman Adrian du Plessis said all shafts previously affected by protest action at Vaal Reefs near Orkney resumed normal working operations yesterday.

Discussions were continuing with employees and their representatives on identifying and resolving the issues behind the protest campaign.

4 000 NUM ^{9/1}
men in 'sit-ins' ^{16/3/90}

JOHANNESBURG — At least 4 000 National Union of Mineworkers (NUM) members at Gen-
gold's Unisel mine in the Free State have embarked on underground sit-ins to protest racial queueing. However, production at Vaal Reefs gold mine shafts — also hit by protests — resumed yesterday.

A NUM spokesman said management opposed an integrated queue system at Unisel.

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LABOUR FIM 23/3/90

Under the skin ~~(S)~~

Several Free State mines have been hit by protest actions over alleged race discrimination. They include Anglo American's Vaal Reefs, President Steyn, President Brand, Saaiplaas and Western Holdings; and Gengold's Unisel. ~~(S)~~ (213)

Protest action started two weeks ago. It has included sit-ins and strikes at Vaal Reefs and Western Holdings shafts in protest

FIM 23/3/90

→ against alleged discriminatory practices in hoisting and queuing. There have been protests on safety issues and demands for the reinstatement of two Vaal Reefs miners dismissed after protest action. At President Brand there was a protest against the compound system and segregated facilities.

Workers at two Vaal Reefs shafts presented a list of demands to management. They included the scrapping of the hostel and migrant labour systems; reinstatement of workers allegedly dismissed for ignoring discriminatory laws in the mine; and the removal of barbed wire surrounding hostels.

By late last week normal operations were resumed at all shafts at Vaal Reefs. This was confirmed by Anglo American gold division spokesman Adrian du Plessis. He denied discriminatory practices in hoisting and queuing. He says the procedures are based on seniority and not race.

Towards the end of last week strikes by about 4 000 workers continued at Gengold's Unisel mine near Welkom. They were also protesting against the policy of "racial queuing."

Gengold MD Gary Maude also referred to the concept of seniority. Maude added that strike action had been declared illegal by an industrial court at the weekend but by Monday 2 400 underground workers had gone on strike at Unisel.

NUM spokesman Jerry Majatladi says the union is calling for the reinstatement of

~~(S)~~ (213) ~~(S)~~ 4
four workers dismissed after protest action last week and demanding that no disciplinary action should be taken against strikers. ■

Mine stayaway: union loses its recognition

213

ALAN FINE

DE BEERS has terminated its recognition of the NUM at its Premier Mine after an unprocedural stayaway by workers on Wednesday, Sharpeville Day, the corporation announced yesterday.

The step, which the company said was a response to the latest in a series of contraventions of agreements by the local NUM branch committee, will affect nearly 3 000 NUM members — 92% of the mine's black workforce. *B/Day 23/3/90*

A De Beers spokesman said the company had demonstrated it was not insensitive to such matters. It had recognised May 1 (before it became a statutory holiday) and June 16 as paid holidays.

He said the NUM and the mine had a special procedure for dealing with issues like commemoration days.

NUM assistant general secretary Marcel Golding described the move as "premature, shortsighted, and probably a breach of the agreement".

He said De Beers' unilateral decision to withdraw union recognition failed to address any basic problems at the mine.

He said the union was willing to discuss the problem with management.

As things stood, the union would have to look at "other ways" of resolving the matter.

The De Beers spokesman said the corporation's unhappiness at the conduct of the Premier branch committee did not represent a general trend in its relationship with the NUM, which was largely a satisfactory one.

ADELE PALETA

Miners teargassed during march to mourn dead colleagues

213

213

Day 27/3/90

GOLD FIELDS management yesterday confirmed using teargas to disperse 7 000 miners who staged a march to mourn the deaths of seven miners killed in the past two months at the company's Deelkraal gold mine near Carletonville.

Gold Fields spokesman Attie Roets said mine security used teargas after National Union of Mineworkers (NUM) members ignored a warning to disperse. NUM spokesman Jerry Majaladi said management was given a list of demands

Five miners were killed on Thursday when underground rolling stock left the rails and crashed into a workers' team. Majaladi said a white team leader had ignored the warnings of a black team not to work in an area which engineers had declared unsafe six days previously.

Roets admitted the area had been declared unsafe but added the area was not the main issue. He could not discuss the accident as it was being investigated. He said miners returned to work yester-

day after Sunday's stoppage and workers demands were receiving attention.

Majaladi said in February a dead miner was left buried under rock while a competition for team leaders went ahead, and mining and blasting continued while a worker was lost underground.

Deelkraal miners' demands included compensation of R100 000 for each of the families of the seven dead miners, the dismissal of the supervisor whose "illegal instruction resulted in the deaths" and the

suspension of the area manager.

The Chemical Workers Industrial Union (CWIU) said in a statement yesterday it was to launch a health and safety campaign at Sasol's Secunda complex.

The statement said two workers had been killed at Sasol plants since February. Sasol media manager Jan Krynauw said the Secunda incidents were being investigated. However, he said, Sasol 1, 2 and 3 all had five-star ratings.

Goldfields teargassed 7 000 marching miners

Own Correspondent

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JOHANNESBURG. — Goldfields' management yesterday confirmed using teargas to disperse 7 000 miners who staged a march to mourn the deaths of seven miners killed in the past two months at the company's Deelkraal gold mine near Carletonville.

Goldfields spokesman Mr Attie Roets said mine security used teargas after the National Union of Mineworkers members ignored a warning to disperse. NUM spokesman Mr Jerry Majatladi said miners handed management a list of demands

These included compensation of R100 000 for each of the families of the seven dead miners

Mr Majatladi said in February a dead miner was left buried under rock while a competition for team leaders went ahead and mining and blasting continued while a worker was lost underground.

Mine deaths to be investigated

ADELE BALETA (213)

AN INQUIRY is to be held into the deaths of five miners killed at GfSA's Deelkraal gold mine near Carletonville late last week.

Inspector of Machinery in Krugersdorp Ian Paterson will head the inquiry.

A National Union of Mineworkers (NUM) spokesman said yesterday the inquiry was to have started yesterday, but Paterson confirmed it has been postponed.

The miners were killed when underground rolling stock got out of control and left the rails, crashing into black workers.

The area in which the accident occurred was declared unsafe by engineers six days before the deaths.

01 day 29/3/70

Coal miners back at work after interdict

ADELE BALETA

^{8/18/90}
MORE than 600 striking workers at the Kriel mine of Amcoal Colliery and Industrial Operations returned to work on Monday after the Anglo American subsidiary obtained an urgent Supreme Court interdict preventing them from further illegal strike action.

Amcoal spokesman Paul Clothier confirmed Mr Justice Roos of the Pretoria Supreme Court had granted an interdict against the NUM and 614 members on Sunday, ordering the union to comply with the provisions of the disputes procedure and the Labour Relations Act.

The workers were interdicted from conducting strike action in breach of the LRA, or encouraging others to do so, interfering with colliery operations, promoting racial

friction and intimidating or interfering with employees (213)

The union and the miners have until April 24 to show cause why a permanent interdict and costs should not be granted against them.

Sapa reports mine manager Edwin Redman said, in an affidavit supporting the application, that the strike followed the assault on white employee J de Jager by black mineworker S Mbuyazi on March 13. Mbuyazi was found guilty and, after a lengthy appeal, dismissed on March 20.

On March 17 workers went on strike, demanding the removal of De Jager.

Own Correspondent

JOHANNESBURG. — Protests against alleged racial injustices have heightened conflict between miners and employers on Free State gold mines over the past week.

There have also been reports of confrontations between black miners and AWB supporters spilling into the mining towns.

The recent wave of protests mainly on Anglo American mines in Welkom has taken the form of underground sit-ins, marches, mass meetings and work stoppages. The NUM said the action would continue as long as workers' demands were unaddressed.

Management has said the action had necessitated the intervention of mine security personnel.

In a statement at the weekend, the NUM claimed that a miner was attacked by AWB members at a cafe next to President Steyn mine. Three other workers

Clashes sour relations on OFS mines

213
CME Trib 17/4/90
were allegedly abducted from the cafe and assaulted by a group of whites.

On Monday last week, miners at President Brand No 5 shaft staged an underground sit-in demanding an end to apartheid on the mines

The NUM said workers were teargassed and shot at with rubber bullets when they surfaced. Anglo management said mine security dispersed miners after they became violent with stone-throwing and attempts to

prevent the night shift from working.

The NUM said security personnel fired at workers at a mass meeting at Saaiplaas No 4 shaft on Tuesday and 40 were hospitalised. Anglo management said two workers were hospitalised after a security employee was isolated and forced to fire.

In a separate incident at Freddie's mine, Anglo management said, workers were dispersed in an illegal march. There were no injuries. The NUM, however, said 19 people were injured.

Anglo spokesman Mr Adrian du Plessis said the company believed in a non-racial and democratic SA, was totally opposed to racial discrimination and was committed to its removal in consultation with those involved.

Where issues had been raised formally they had been or were being addressed. Many mines had reached agreement with employees over expressed grievances.

Anglo, NUM concerned over mine violence

By Shareen Singh

The recent spate of violent incidents on the mines, particularly in the Free State, is of major concern both to employers and the National Union of Mineworkers

In the past six weeks there have been numerous work stoppages, sit-ins and protest marches against racial discrimination in the workplace. Segregated amenities, hoisting practices and racist attacks on black miners in Welkom, have sparked industrial action.

Intervention by mine security during these protests has often resulted in violent clashes.

Mounting racial tensions in the Wel-

kom area between white rightwingers and black workers is intensifying the conflict and causing major problems in the area, NUM spokesman Mr Jerry Majafadi said.

A black mineworker wearing an ANC T-shirt was allegedly kicked and beaten to death by six white men last month. NUM also reported incidents of workers allegedly being abducted and beaten up by whites.

But the white Council of Mining Unions said the union was disturbed about the increasing number of attacks against its members by black workers since January.

The issue was raised in Parliament a few weeks ago and Minister of Law and Order Mr Adriaan Vlok pointed

out that according to official reports, the incidence of whites attacking blacks was considerably more than blacks attacking whites.

Anglo American said NUM's campaign for "peace, justice and democracy", which calls on mineworkers to protest against alleged racial discrimination, was not in accordance with laid-down procedures.

The company's public affairs manager, Mr Adriaan du Plessis, said last week that Anglo opposed racial discrimination in any form. Where evidence of racism existed, Anglo was committed to its removal, in consultation with those involved.

Anglo did not regard differentiation on the basis of seniority as discrimina-

tion. Management would not tolerate violence, as channels and procedures existed for the peaceful resolution of conflict, Mr du Plessis said.

NUM assistant general secretary Mr Marcel Golding criticised Anglo for making public statements on democracy and non-racialism but not putting them into practice.

NUM was concerned about the tense situation on the mines, in particular the excessive use of force by mine security personnel in dealing with mineworkers' peaceful protests against racial discrimination.

The cycle of conflict and tension was likely to continue if the issues were not seriously addressed, Mr Golding said.

Higher costs and unrest trim profits at Anglo's Vaal Reefs

By Sven Lünsche

Higher costs and a disappointing performance by Vaal Reefs were key features of Anglo American gold mines results in the March quarter.

The combined profits of all the mines fell by 15,2 percent to R444 million over the quarter.

Vaal Reefs, one of the most consistent performers over the last few years, reported a 21 percent drop in attributable earnings to R60,8 million (December quarter R76,9 million).

Managing director of the gold and uranium division, Lionel Hewitt, says production at the mine was adversely affected by labour unrest and seismic events, particularly in the South Lease area.

Royalty payments from the South Lease area dropped by 28 percent to R49 million (R69,2 million), as the lack of available ore reserves, coupled with increased seismicity, continued to restrict production.

As a result, area mined declined by seven percent and, in conjunction with a drop in the grade to 6,64 g/t (6,86 g/t), gold production fell by seven percent to 17 818 kg.

Total costs rose by about 17 percent to R23 959/kg (R20 416/kg), pushing unit costs well above the previous quarter's.

Rand gold price

A 3,5 percent rise in the rand gold price to R33 610/kg (R32 480/kg) was not enough to offset higher costs and lower production levels.

Mr Hewitt is, however, confident that for the 1990 financial year cost increases will be limited to 16 percent and that Anglo Vaal results will improve over the remaining quarters.

He says, however, that the volatile labour situation in the first quarter had carried through to April.

Sporadic labour unrest was experienced both at Vaal Reefs and Freegold and, according to Mr Hewitt, cost the former about two days in lost production.

Freegold increased its gold production from R27 710/kg to R27 727/kg, a result of a higher average grade of 4,31 g/t (4,25 g/t), which more than offset the slight decrease in tons milled to 6,4 million tons (6,5 million).

The increased gold production, coupled with an improvement in the rand gold price from R32 461/kg to R33 892/kg, resulted in a rise in gold revenue to R947 million (R897,1 million).

Unit costs rose by 3,5 percent to R28 399/kg (R27 432/kg) and capital expenditure was higher at R121,4 million (R87,9 million).

Attributable profit rose by 6,4 percent for the quarter to R87,9 million (R82,6 million).

The main contributor to the good results was Freegold's North Region, which lifted profit to R63,6 million (R39,7 million), while earnings from the South Region were marginally lower at R95,9 million (R97,3 million).

Commenting on the recent tornado that hit Welkom, Mr Hewitt says gold production was severely affected, while the damage to homes and surface installations was estimated at R40 million.

Freegold's March quarter coincided with the mine's year-end. For the year to end-March attributable profit was R347 million.

A final dividend of 145c has been declared.

Ofsil, whose sole interest is a 49,96 percent interest in Freegold, has declared a final dividend of 378c.

Western Deep Levels' earnings were adversely affected by a fire at the East mine, which was reported

in the December quarter and continued to depress production in the March quarter.

This reduced tons milled by three percent to 1,638 million tons and resulted in a four percent decline in gold production to 9 318 kg (9 757 kg) and higher unit costs of R135,28/ton (R129,88/ton).

Mr Hewitt says full production from the area is likely to be achieved in the third quarter.

While taxed profits were down, from R117,8 million to R81,2 million, a cut-back in capex to R58 million (R95,9 million) saw attributable earnings increase by R1,2 million to R23,2 million.

Mill modifications

At Elandsrand production fell 16 percent to 3 116 kg as a result of planned mill modifications, which took longer than expected.

Much excess ore stockpiled on surface will be brought into account over the next few quarters, when the mine is expected to post improved earnings.

Attributable earnings were down by R12 million to R15,2 million.

At SA Lands, which is expected to close down in about three years' time, gold production increased four percent to 372 kg and grade improved to 0,62 g/t (0,54 g/t).

Total cost increases were contained at three percent, boosting attributable profit to R1,15 million (R1,02 million).

Profit at ERGO rose by 45 percent to R15,4 million (R10,6 million) over the quarter, but for the year end-March profit was down 27 percent at R48,07 million.

Consequently the total dividend for the year was reduced by 30c to 10a share after a final dividend declaration of 55c.

CHT
Times
4/5/90
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AG decides not to charge

Own Correspondent

JOHANNESBURG — Twenty miners arrested last year for the July 1986 murder of four "management informers" at Western Holdings mine will not be prosecuted, acting Free State attorney-general Mr Andre du Toit said on Wednesday.

The murders at the Anglo American gold mine near Welkom, followed a week of labour strife in which the NUM tried to establish itself at the mine.

Mr Du Toit said that state evidence had been found to be unreliable.

On the night in question three of the mine team leaders were beaten to death in front of about 2 000 miners.

Chamber strikes wage deal with eight unions

MATTHEW CURTIN

THE Chamber of Mines and the Council of Mining Unions (CMU), which represents more than 22 000 mostly skilled white miners and artisans, have reached agreement on a 13,5% wage increase for all employees represented by the eight CMU unions, it was announced in a joint statement yesterday.

But ERPM gold mine, the loss-making Rand Mines operation which last registered an annual profit in 1980, was excluded for the second year running from these negotiations and will be subject to separate direct negotiations.

The chamber and the CMU agreed on a 13,5% increase last year after a 12% increase in 1988.

The CMU demanded the introduction of a five-day week instead of an 11-shift fortnight, and yesterday's agreement included an undertaking by the chamber to set out in full its reasons for not being prepared to consider the introduction of a five-day week. The chamber said it was willing to schedule a special meeting with the unions to debate the issue.

Both the chamber and the CMU agreed yesterday that employers and employees would make equal increased contributions, amounting to a 1% increase in pensionable emoluments, to the existing death benefit scheme under the Mine Employees' Pension Fund to enable members to convert death benefits to additional pension on retirement.

CMU chairman Ben Nicholson described these developments as major breakthroughs. It was the first time the chamber had agreed to share the cost of employee benefits and to discuss the issue of a five-

day week, he said.

The chamber described the negotiations as "tough, but conducted in a constructive spirit". *BID am 10/5/90*

The unions involved were the Amalgamated Engineering Union, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers, the Ironmoulders' Society, the Mineworkers' Union, the SA Boiler-makers', Iron and Steel Workers', Shipbuilders' and Welders' Society, the SA Electrical Workers' Association and, the SA Engine Drivers' and Firemen's Operators' Association.

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Demand

(Handwritten initials)

The settlement came a day before the first round of wage negotiations between the chamber and the mainly black NUM. NUM settlements have, on a percentage basis, traditionally been above the CMU level.

The NUM demand is for an average wage increase of 35%. Yesterday a chamber spokesman would not comment on the implications of the CMU settlement for today's talks, but said the chamber was looking forward to a "good and constructive negotiating session".

The NUM talks coincide today with continuing negotiations between the engineering industry's employer federation, the Steel and Engineering Industries' Federation of SA (Seifsa), and the National Union of Metalworkers of SA (Numsa).

Welkom tense after mineworkers killed

South 17/5 - 22/5/90

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From MONO BADELA

JOHANNESBURG. — The Orange Free State town of Welkom is sitting on a powderkeg, following the killing of two white mineworkers at the President Steyn gold mine on Wednesday.

Tension has been mounting in the town since the killing a fortnight ago of two members of the National Union of Mineworkers by bands of rightwingers which sparked off a black consumer boycott.

NUM spokesperson, Mr Jerry Matlajawadi, expressed fear that rightwing elements would use the killing of the white mineworkers as an excuse to launch further attacks on the black community.

Wednesday's killing took place after a protest by about 3 000 mineworkers against the dismissal of a colleague

Rightwing elements are thought to be responsible for the shooting of a man and the disappearance of three youth leaders in the Botleng township near Delmas in the Transvaal this week.

UDF sources here claimed a resident of Botleng was shot dead on Tuesday by a man wearing an Afrikaner Weerstandbeweging (AWB) uniform.

A lawyer acting for several township organisations said three executive members of the Botleng Youth Congress, which is spearheading a consumer boycott in the area, were reported missing on Sunday.

Tension in the Botleng township was running high, the lawyer said.

Lutheran church minister, the Reverend Frank Muller, said several incidents of arson, looting and stoning had occurred since last weekend after an armed AWB supporter entered the township and was attacked by youths

"The man fired and wounded one,"

he said.

In a separate incident, two youths were shot dead by police in Kroonstad's Maokeng township in what has been described as a second "Trojan Horse" ploy.

The police claimed that about 1 000 people surrounded a truck and threw stones and a petrol bomb at them.

Meanwhile, the open mobilisation of the rightwing was condemned by anti-apartheid bodies this week.

ANC national executive committee member, Mr Steve Tshwete, described the AWB's display of "fire power" last weekend as a "disturbing phenomenon".

"Their target is the ANC. This is an army being trained to attack our people."

The general secretary of the South African Council of Churches (SACC), the Rev Frank Chikane, called on the government to act against the AWB.

Barbrook to dismiss strikers

Bloubaai 17/5/90

PIERRE DU PREEZ

213

RAND Mines's newest gold mine Barbrook in the eastern Transvaal is to dismiss most of its 850 striking workers.

A company announcement today says operations will be affected adversely in the short term, although the company is recruiting to re-establish its labour force.

Rand Mines says several incidents of labour unrest have occurred at the mine during the past three months.

Repeated discussions between management and employment representatives were undertaken during which concessions were made by management, the announcement said. Despite these measures various work stoppages and illegal strikes ensued. Rand Mines said strikers were given an ultimatum to return to work or face dismissal. The ultimatum was defied.

Police, unionists give their versions

The Argus Correspondent

JOHANNESBURG — Police and unionists have given different versions of how the violence at the President Steyn gold mine broke out.

POLICE SAY:

According to police, the mine security officers were attacked and opened fire with rubber bullets and 9mm pistols. Twelve black workers were wounded and are under police guard in the Ernest Oppenheimer Hospital.

One of the security guards was injured in the attack and died in hospital.

The other was apparently driving through mine property when his car was stoned. He lost control and swerved into an embankment.

The car was surrounded and his throat was slit from ear to ear.

UNION SAYS:

National Union of Mineworkers publicity secretary Mr Jerry Majatladi said workers held a demonstration yesterday in protest against an incident last week when blacks were allegedly assaulted underground by whites for wearing ANC badges and colours.

A hearing was to take place today, he said, but in the meantime three workers had been dismissed. Yesterday's demonstration was held to protest.

Mr Majatladi said the mine security was called in and two white men were killed in the resulting confrontation.

ARMY GOES

1969 17/5/90 213
 The Argus Correspondent and Sapa
 PRETORIA. — Extra police supported by troops are being deployed in Welkom to establish a high security presence as tension mounts over the deaths of two whites at the President Steyn gold mine.
 This was announced today by Minister of Law and Order Mr Adriaan Vlok, who said the security presence would render all vigilante action unnecessary but that the emergency regulations could be invoked.
 Meanwhile racial tension reached near flashpoint today as the leader of the Afrikaner Weerstandsbeweging, Mr Eugene Terre'Blanche, told white mineworkers not to go underground today until their security had been guaranteed.



Mr Eugene Terre'Blanche

FLASHPOINT WELKOM: Terre'Blanche tells miners, 'Don't go underground'

Racial clash
 Police consider yesterday's ugly racial clash as an isolated incident, saying it happened outside the municipal boundaries and was a culmination of events.
 Both black and white vigilante groups have vacated the streets and police did not envisage further clashes.
 Reacting to the clash between white and black mineworkers, Mr Terre'Blanche said the facts he presented to Mr Vlok in Cape Town earlier this week had been proven true.
 He added that the largest part of his talks with Mr Vlok had focused on the simmering racial tension in Welkom.
 According to Mr Terre'Blanche, Mr Vlok was concerned about the situation and had undertaken to take immediate steps.
 The AWB urged Mr Vlok to investigate the racial clashes and the police to maintain law and order.
"Wenkommando"
 He said the AWB's "wenkommando" in Welkom was one of the strongest in the country.
 Welkom AWB leader, Mr Blikkies Blignaut, has threatened retaliation and members of the AWB are set to take to the streets, defying a police request that they keep a low profile.
 "The time has come for the white man to live under the protection of the gun," Mr Blignaut said today.
 He said all white mine security officers were armed with shotguns today and the situation was "critical".
 The two mine officials killed yesterday were part of a squad sent to disperse a group of demonstrators protesting against the dismissal of 30 black miners earlier this week.

Vengeful mood

Mr Blignaut said after the meeting "We will fight politicians on political matters and talk to and fight police on police matters."
 "If we don't get any joy we will start action as a resistance movement. Then there will be hell on earth," he warned.
 The rightwingers gathered outside the police station were in a vengeful mood.
 "We want blood," said one.
 "Tonight," added a colleague.
 Anglo American spokesman Mr Paul Plothier confirmed the incident, but said he was still trying to establish the facts.
 He said "We cannot condone violence, from whatever quarter, and call on all parties to show restraint."

Angry and impatient rightwingers from the AWB, Blanke Veiligheidsbeweging (White Security Movement) and the "Flamingos" last night waited outside Welkom police station while their representatives held urgent talks with police.
 They were armed with shotguns, rifles, whips and knives.
 The three delegations demanded a general curfew to be imposed in Welkom from 9pm to 6am, according to police district commissioner Colonel Henne Heymans. He said the discussions had been "frank and penetrating".
 He stressed the need to restore peace in the mining town as soon as possible.

in

in an NBS lift on Tuesday

850 miners dismissed

9/1/75 (213)

JOHANNESBURG — The management of Barbrook gold mine in the Eastern Transvaal has dismissed most of its 850 workers for what a company statement yesterday called "persistent illegal industrial action"

Reports by Staff Reporter, Own Correspondent, Sapa Reuter-AP and UPI

Two killed in clash at Welkom mine (13)

WELKOM — Two men were killed and 12 injured in a clash between workers and mine security at Anglo's President Steyn gold mine near Welkom yesterday, National Union of Mine Workers publicity secretary Jerry Majatladi said

He said workers held a demonstration in protest at an incident last week in which black mine workers were allegedly assaulted underground by whites.

"Security arrived in a Hippo and opened fire on the crowd with rubber bullets and teargas" He said two white men, one a

mine trainer, were killed and 12 blacks injured in the confrontation

Majatladi appealed to all involved "in the light of the racial tension in Welkom" to remain calm and disciplined.

Anglo spokesman Paul Plothier confirmed the deaths and injuries, but said Anglo was still trying to establish the facts

"We cannot condone violence, from whatever quarter, and call on all parties to show restraint at this time of extreme tension," said Plothier

A police spokesman confirmed the deaths of two white men. — Sapa

6/10 am 17/5/70

—Welkom shaft bosses tell of attack by workers

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Argus Weekly May 15 1990

Armed mob 'out to kill'

PAC warns of 'backlash'

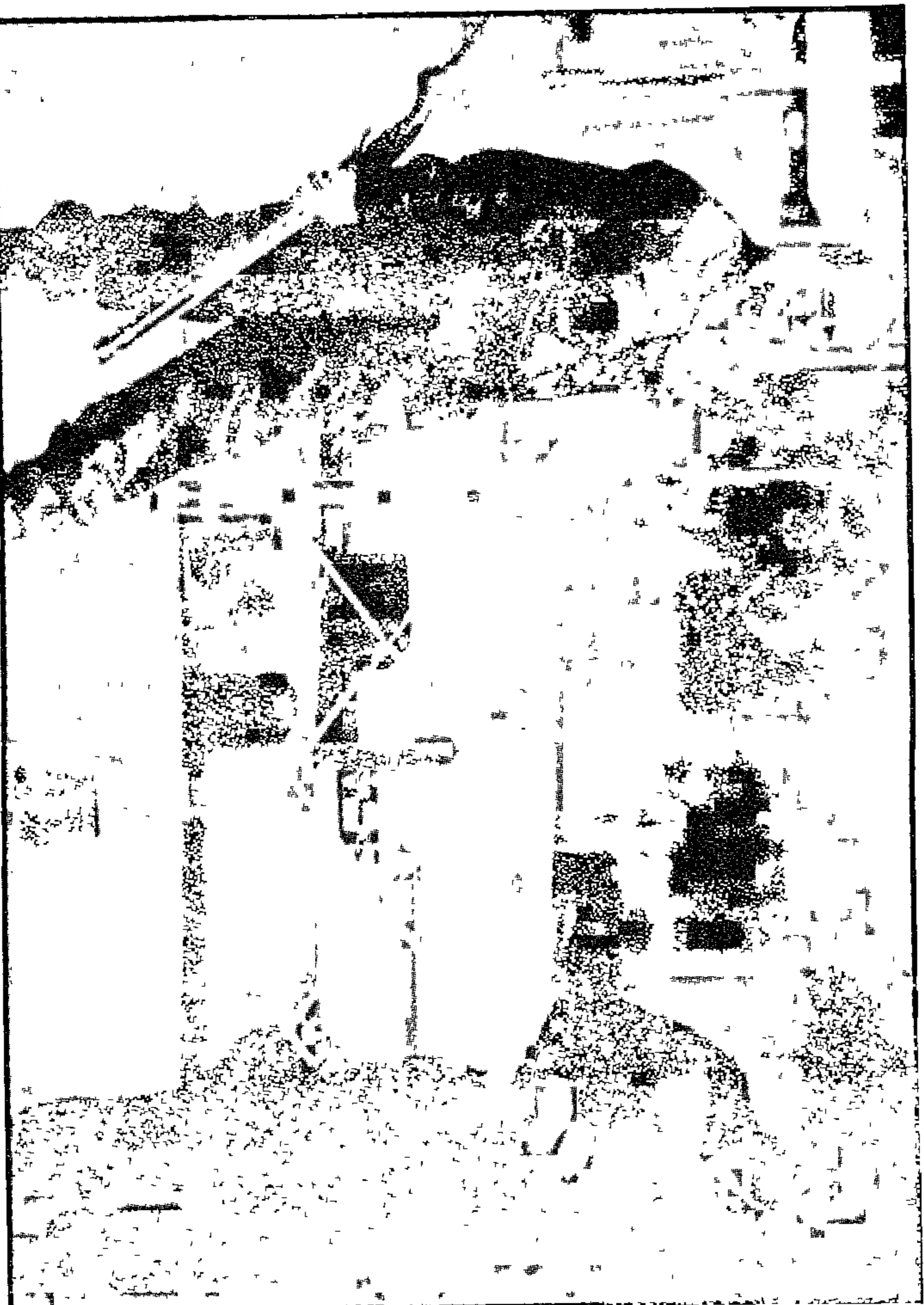
Sapa reports from Harare

THE Pan Africanist Congress has issued a strong warning to the South African government "and their white vigilante groups" of a black backlash following clashes between workers and mine security in Welkom

Zimbabwe's news agency Mana reported that the PAC, in a statement issued from the organisation's external headquarters in Dar es Salaam, Tanzania, said "The white vigilante groups and right-wingers that have mobilised themselves for action against the African people in Welkom, especially in the mines, should realise the capacity and the will to defend the Azanian people"

It said the only solution was respect for the right of the black people to independence and self-determination

The organisation blamed President F W de Klerk, Defence Minister General Magnus Malan, Law and Order Minister Mr Adriaan Vlok and Afrikaner Weerstandsbeweging leader Mr Eugene Terre'blanche "for the blood that has been spilled in Welkom and elsewhere"



Security officials stand guard at the entrance to the President Steyn gold mine near Welkom following the clashes at the mine in which two white officials were killed

The Argus Correspondent reports from Welkom

TWO shaft bosses involved in Tuesday's racial clash at the President Steyn Gold Mine have said that a mob of armed black mineworkers, carrying ANC flags and placards, had clearly been out to kill them

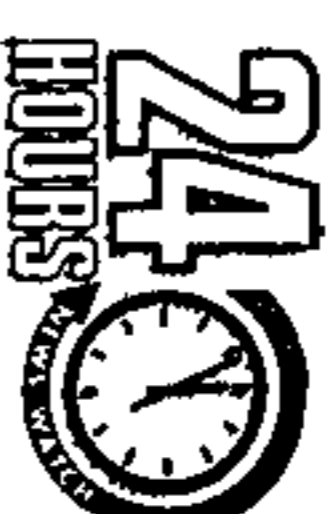
Quinton Campbell, discharged from hospital after being treated for two stab wounds and colleague Hemme de Bruyn related their terrifying experience

They said a group of about 50 toyi-toyi workers, carrying knives, pangas, pipes and rocks had confronted about 20 white mining officials who had gathered at offices at Number One shaft to attend a presentation on mining equipment

Said Mr Campbell "They were shouting slogans such as 'Kill management, Mandela is our new manager'. They even shouted the names of individual managers who had to be killed"

He said security had been summoned because the whites had feared for their lives. Although the whites had retreated and security officials had told the mob to disperse, the mineworkers had kept on surging forward, at which point the security officers had opened fire using rubber bullets

Mr Campbell, stabbed while assisting an injured col-



league, said he did not feel bitter towards blacks, but felt bitter towards the ANC as the uprising had been politically motivated

"I will not participate in any action of retaliation, but I believe the inciting element must be removed. I suppose there will be many meetings to resolve the situation, but what will that help? Two guys have already been killed"

Mr De Bruyn said white retaliation would be justified, adding "Two of our colleagues have been brutally murdered"

The men, who had tried to assist injured colleagues, said first-aid boxes, which were usually kept at the mining office, had mysteriously disappeared before the incident

Two other injured mining officials — security officer and Northern Free State rugby player Martin Mostert and senior security officer Jakob De Bruyn — were reported to be in a serious condition in hospital. The fourth injured white man, shaft boss Deon Roets, has been discharged

Sowetan 18/5/90

Shaft shut at Welkom clash mine

PRESIDENT Steyn Number 1 Shaft in Welkom has been closed in terms of the Mines and Works Act to secure the safety of all employees, Anglo American announced yesterday.

The closure follows a violent clash between mineworkers and mine security on Wednesday afternoon in which two men died and several were injured.

Of the four company officials injured two are in hospital, one in a serious but stable condition, Anglo said in a

statement. Fourteen marchers were also injured. Eight are in hospital, three in a serious but stable condition. (213)

"The incident is the subject of a criminal investigation by the South African Police.

"The shaft will be re-opened when employees indicate a clear commitment to peaceful and orderly work practices," the statement said.

It said mine management was meeting all parties concerned,

● To Page 2

Mine shaft closed

Sowetan 18/5/90

● From Page 1

primarily trade union leaders, and appealed for restraint (213)

Other shafts and mines in the Freegold south region were functioning normally

Meanwhile, Law and Order Minister Adriaan Vlok will meet the National Union of Mineworkers, the SADF, police, Anglo and the Chamber of Mines in Welkom this afternoon

Num publicity secretary Mr Jerry Majatladi said the parties would discuss the racial conflict in the area

Among Num representatives to attend are general secretary Mr Cyril Ramaphosa, president Mr James Motlatsi and regional chairman of the Welkom area Mr Jan Selepe.

"It is hoped that this (the meeting) will mark the beginning of a process that will lead to the final resolution of the conflict which has already claimed more than five lives since it started," said Majatladi.

"The Num wishes to reiterate its position that all the people of Welkom, both black and white, remain calm and maintain a high level of discipline."

Meanwhile, right wing groups in Welkom armed with shotguns, rifles, whips and knives waited outside the police station on Wednesday night while talks were held. - Sapa

Shaft closed down at death mine

The Argus Correspondent and Sapa

WELKOM — A shaft has been closed down at the President Steyn gold mine following racial clashes in which two white miners were killed and black workers were injured

A spokesman for Anglo American, Mr Adrian du Plessis, said management closed down No 1 shaft yesterday and it would remain closed today

"This was done to ensure the safety of all employees"

Mr Du Plessis said management was seeking an assurance from the mineworkers and their trade unions that they would proceed with normal mining operations

Miners at the shaft have been asked to sign a document outlining mine regulations

President Steyn's No 1 shaft has a workforce of about 4 500 white and black miners

MINIMAL LOSSES

Losses due to the closing down of the shaft would be minimal if normal mining production began soon, Mr Du Plessis said

All other shafts on Anglo American's goldfield mines were operating normally

The Afrikaner Weerstandsbeweging members in Welkom have threatened to take "drastic steps" if their safety is not guaranteed to their satisfaction

Today the AWB said the workers would not go underground until the Minister of Law and Order, Mr Adriaan Vlok, and the Conservative Party MP for Welkom, Mr E.J. Jordaan, had personally discussed the matter with the White Mineworkers' Union

The Welkom representative of the union, Mr Coen Schoonraad, said that management had given both white and black workers until 6pm today to sign the document

"NO TIME LIMIT"

However, Mr Du Plessis said management had not set a time limit for workers to sign

Meanwhile a meeting has been scheduled in Welkom today between the National Union of Mineworkers (NUM), the SADF, the police, Anglo American, the Chamber of Mines and Mr Vlok

NUM publicity secretary Mr Jerry Majatladi said the parties would discuss the racial conflict which had been prevalent in the area for about two months

Those to attend the meeting included NUM general secretary Mr Cyril Ramaphosa, NUM president Mr James Motlatsi and the regional chairman of the Welkom area, Mr Jan Selepe.

Mr Majatladi said "It is hoped that this meeting will mark the beginning of a process that will lead to the final resolution of the conflict, which has already claimed more than five lives since it started

"The NUM wishes to reiterate its position that all the people of Welkom, both black and white, should remain calm and maintain a high level of discipline"

CONDEMNED SHOOTING

He condemned an incident which he said happened about four hours after the clash between mineworkers and security

He said three mineworkers returning to their hostels were wounded by shots fired by mine security men combing the area after the earlier incident

"This unprovoked attack brings the number of injured to 15"

The Blanke Veiligheid movement in Welkom has announced that arrangements have been made to supply café owners with bread and milk

The announcement was made after a mass meeting held to discuss the consumer boycott in the town. Plans to protect small businesses and to make them self-reliant were also discussed

The meeting, which was closed to the media, was attended by owners of small businesses, leaders of the Afrikaner Weerstandsbeweging and the Blanke Veiligheid movement

● Armed mob "out to kill" in clash at President Steyn mine, page 11.

Weapons confiscated from hostels

Police seal off mine shaft in tense Welkom

B1 Day 18/5/90

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MATTHEW CURTIN

WELKOM — President Steyn gold mine's No 1 shaft was closed and sealed off by police yesterday after two white mine employees were killed and 14 black miners injured in violent clashes on Wednesday.

White right-wing factions in Welkom have threatened to take the law into their own hands unless police intervene to halt what they claim is black intimidation of whites on the mines.

Law and Order Minister Adriaan Vlok said last night extra police and troops would be deployed in the town soon to prevent further inter-racial clashes.

Fourteen SAP vehicles with scores of armed police and dogs entered the mine area yesterday. Barricades manned by security forces were thrown across the entrances. Hostels were searched and weapons confiscated from blacks and whites.

Police patrols maintained a high profile in Welkom's streets.

The CP and other right-wing groups called a mass meeting in the town last night. Media representatives were barred from attending.

Earlier, the CP called on white mine workers not to go to work unless they were certain of their safety.

Some whites were reported to have spent the day buying up ammunition from gun shops in what one gun shop owner described as a "tense situation".

Welkom police liaison officer Maj Johann Fouche named the dead men as Sydney Koen, 43, and Johannes du Preez, 57.

A meeting between the NUM, the SADF, the SAP, Anglo-American, and the Chamber of Mines, as well as Law and Order Minister Adriaan Vlok, will take place in Welkom today.

At a Press conference yesterday, Anglo gold and uranium division MD Lionel Hewitt said President Steyn mine management had met NUM officials and had scheduled a meeting with the white mine workers' federation the Council of Mining Unions today.

Hewitt said overall production at the mine complex, known as South Freegold, was not seriously affected by the closure of the No 1 shaft at President Steyn as shafts two and three were working normally.

President Steyn accounts for 5% of Freegold's production. In the first quarter of this year it earned about R44,6m.

NUM publicity secretary Jerry Majatladi said the parties involved in today's meeting would discuss the racial conflict which has been prevalent in the area for about two months.

NUM earlier expressed regret at the death of the two whites mine workers.

"We make a special appeal to all the people of Welkom, both black and white, particularly the mineworkers, to remain calm and exercise maximum discipline."

Anglo public affairs manager Adriaan du Plessis said the shaft had been closed in terms of the Mines and Works Act to "ensure the safety of all concerned". Thousands of workers had been sent home on full pay, he said.

President Steyn mine management was holding discussions with all parties concerned, Du Plessis added.

All employees at the President Steyn mine number 1 shaft were being briefed on the situation and asked to desist from further violence.

□ To Page 2

Welkom

Police searched employees on their way from the mine to Thabong township after all workers had been sent home yesterday.

Giving an account of Wednesday's violence, Anglo regional GM Jan Roussouw said 35 marchers armed with knives and chanting slogans approached 20 white officials who were giving a technical presentation. Mine security forces were summoned and six security officers ordered the marchers to disperse. When they refused, security personnel fired warning shots into the ground with rubber bullets.

As the situation threatened to get out of control, one officer fired live ammunition from a 9mm revolver.

The whole incident lasted a matter of minutes, he said. Four white officials were injured and 14 marchers were in a private mine hospital, 13 with rubber bullet wounds, one with a gunshot wound. Three were in a serious condition.

□ From Page 1

About 300 whites and 3 500 blacks usually work at No 1 shaft.

Mine management said it had yet to identify the cause of the unrest that had led to the dismissal of 31 mine workers for illegal activities over the past few months.

These activities included sit-ins, refusals to attend disciplinary hearings, refusals to work underground and general neglect of established grievance procedures.

Management had received no explicit grievances from the NUM.

Referring to the general situation in Welkom, Hewitt said Anglo had approached political groups across the spectrum, calling for restraint.

He said Anglo's other mining operations in the area were unaffected.

Spokesmen for Gengold, Rand Mines, and Anglovaal said the situation at their mines in the Free State was normal.

Lebowa demands fired miners be reinstated

CAT Times 18/5/90 Own Correspondent 213

JOHANNESBURG. — The Lebowa government yesterday demanded that 1 500 workers, fired last week by Johannesburg Consolidated Investment Company (JCI) at its Atok platinum mine, be rehired unconditionally.

The work stoppage which led to the firing of the workers resulted from a misunderstanding between management and the work force, Strategic Planning and Mines Deputy Minister Mr L A Mamabolo said in the Lebowa Legislative Assembly.

He warned that the recruitment of any alternative labour by management must stop immediately, Sapa reported.

Welkom: Blacks and whites in urgent talks

W/E Argus 19/5/90
 Weekend Argus
 Correspondent

WELKOM — Mining companies and trade unions, representing black and white workers, for the first time have held joint discussions in an urgent bid to seek solutions to the racial conflict which erupted in the goldfields this week

High-powered delegations from the Council of Mining Unions (CMU) and the National Union of Mineworkers (NUM), as well as the Chamber of Mines and Anglo American, held a four-hour meeting with Law and Order Minister Mr Adriaan Vlok in the town yesterday where a violent clash between black and white miners left two men dead on Wednesday

The meeting, held at the traffic department offices, was

described by NUM leader Mr Cyril Ramaphosa and Congress of South African Trade Unions (Cosatu) general secretary Mr Jay Naidoo as historic

Mr Vlok said in a statement it had been agreed to urgently set up working structures — involving the CMU, NUM and the Chamber of Mines — to resolve “differing problems”

The employee bodies would make urgent appeals to all mineworkers for restraint and would urge them to refrain from acts or threats of “intimidation, violence and prosecution”

He said mining companies would ensure the security on their properties while the police, helped by the Defence Force, and mining security officials would ensure the safety

of residential areas on mine property

It had been agreed that a security presence would be maintained on a fulltime basis at the President Steyn No 1 shaft, closed yesterday, to allay employees’ fears “and for them to consider returning to normal work practices”, said the statement

The general secretary of the white Mine Workers’ Union (MWU), Mr Piet Ungerer, said before the meeting that white mineworkers would not return to work unless they were satisfied that their safety was ensured

The CMU, to which the MWU is affiliated, left before the statement was read out to local and international Press

Turn to page 3

Welkom: Urgent indaba

From page 1

A top Conservative Party delegation, accompanied by Blanke Veiligheid (BV) leader Mr Heime Muller, waited outside from the start of the meeting. However, their hopes of discussing the volatile situation with Mr Vlok were dashed when he was whisked to the airport before speaking to them

The CP’s Free State leader, Heilbron MP Mr Cehill Pienaar, commented bitterly “We’ve been waiting patiently to speak to the minister, but he apparently did not have the time to lend an ear. There are two dimensions to this problem — first, the mines and, second, the town

“One person (of two murdered) was not even a mine employee. If Mr Vlok is not prepared to address the situation of the residents, he must bear the consequences”

The talks were marred by two further incidents yesterday

An assistant manager at President Steyn’s north division, Mr Danny Jacobs, was admitted to hospital after being stoned on the road between the mine and Thabong township

In another incident, a police vehicle was stoned when they arrested hawkers and confiscated their goods at a taxi rank close to the mine

Indicative of the uneasy calm that has settled over Welkom was the remark of a white mining trainee who said, pointing at black passers-by, that peace would not return “with these f---ers around”

In full control

Another point of contention is the strong presence of far-right groups like the Afrikaner Weerstandsbeweging (AWB) and BV in the town

Mr Vlok emphasised that police were in full control and the help of vigilante groups was not needed

“That kind of action will only cause more trouble than we already have”, he said at the Press conference

Mr Naidoo said the NUM delegation had called for the immediate disbanding of vigilante groups which, he said, increased racial tension as they drew heavily on the white working class

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CMT 7/13 19/5/90

White, black miners to talk

WELKOM. — Black and white miners here are to sit down to discuss common security grievances.

This is the outcome of a four-hour meeting last night between Law and Order Minister Mr Adriaan Vlok and representatives of a wide range of labour unions, the Chamber of Mines and Anglo American. The SAP, SADF and mine security were also represented.

Meanwhile, during the talks, a white assistant mine manager was stoned while driving past Anglo's President Steyn gold mine. Mr Daniel Jacobus Jacobs was admitted to Welkom Provincial Hospital with a gash in his head. He received four stitches.

The meeting follows rising racial tensions in the town after two white mine officials were killed, four injured and 14 black miners injured.

Both Mr Vlok and National Union of Mineworkers general secretary Mr Cyril Ramaphosa described the meeting as "historic"

The chamber, NUM and the Council of Mine Unions (CMU) agreed to enter into urgent discussions to talk on the security of mine employees -- to be initiated by the chamber, Mr Vlok said.

Mr Ramaphosa and CMU representatives agreed the meeting had been fruitful. The CMU is an umbrella body for eight artisan and skilled labour unions, including the constitutionally whites-only Mine Workers' Union

Mr Vlok and Mr Ramaphosa agreed that vigilante groups in Welkom were unnecessary.

After the meeting he asked Mr Ramaphosa to help in ending Welkom's black consumer boycott of white businesses that has crippled trade in the town and threatens many shops with closure

Conservative Party MP for Welkom Mr Eddie Jordaan said he was happy the talks had gone well and that black and white miners were talking together for the first time. — Sapa

CAPE TIMES 21/5/90
Two Free State mine shops looted

JOHANNESBURG —
Large crowds of blacks stormed and looted two shops at the Saaiplaas Gold Mine at Virginia on the Free State goldfields several times late on Saturday night and yesterday morning.

Four men were wounded when police opened fire on the looters. The wounded and four other men were arrested. A large quantity of stolen goods was recovered.

Police spokesman Major Johan Fouche said the incidents were not linked to the consumer boycott and unrest in Welkom.

District commissioner of police Colonel Hennie Heymans asked residents not to take the law into their own hands, but to report incidents to the police — Sapa

Sowetan 21/5/90

Back to normal

ALL employees reported for night shift at the Number One shaft at Welkom's President Steyn mine yesterday and normal working operations have begun, a spokesman for Anglo American, who administers the mine, said last night.

Work stopped at President Steyn on Wednesday after a demonstration in which two people were killed and several injured.

Black miners returned to work on Friday evening but white staff did not.

White miners did not report for work on Saturday morning but black staff worked normally.



THABONG VIOLENCE . . Residents of Thabong township stand near the body of a man shot by police during a clash.

Picture: REUTER

Welkom death toll rises

WELKOM. — Black people angered by police shootings barricaded their Thabong township in this racially torn gold-mining centre yesterday, driving away intruders with stones and axes

The death toll in Thabong has risen to seven and about 40 have been injured following violence in the Free State township on Sunday, according to police Major Reg Crewe

On Sunday police fired into crowds leaving a mass meeting in Thabong. A night of sporadic skirmishes between youths and police followed

Yesterday oil drums blazed above rubble barricades in Thabong as youths throwing stones and wielding axes drove reporters out and police stopped whites from entering

"Thabong is being declared out of bounds to the media because it is too dangerous," a police spokesman said

In another development the Blanke Veiligheid movement announced it would resume patrols on the Free State goldfields tonight — breaking its agreement with Law and Order Minister Mr Adriaan Vlok

The group had agreed to suspend these patrols for three months

WELKOM. — Nineteen black mine-workers appeared in the Magistrate's Court here yesterday in connection with the murder of two white mine officials at the President Steyn gold mine last Wednesday.

A 50-strong Blanke Veiligheid contingent, led by BV official leader Mr Hennie Muller, waited outside the court

The mineworkers were remanded until July 31. No charges were read and there were no bail applications. Two of the men had arms in slings — Sapa

The leader of the BV, Mr Hennie Muller, said they would also not enter into further negotiations with the police

Racial tensions have threatened to boil over in Welkom since armed white extremists began vigilante patrols in March, ostensibly to fight crime by blacks

Blacks responded to attacks by boycotting white businesses and a crisis erupted last Wednesday when two white mine workers were killed by blacks during a clash at the President Steyn gold mine

At Sunday's mass meeting, black leaders agreed to try to calm the situation by suspending the 12-day-old boycott

Locals said the decision angered Thabong's youths, who began stoning and looting businesses. They said police opened fire indiscriminately in response

Police said they fired because crowds leaving the meeting stoned police and set fire to properties

Welkom has become a flashpoint in a national stand-off between black militants who hope they may soon have political rights under reforms initiated by President F W de Klerk and white rightists who want to keep apartheid race laws

Private bus operators were afraid to run services from Thabong yesterday, so people had to walk to work past a burned-out 60-seater bus and an overturned truck at the entrance to the township

White rightists, many of whom belong to the neo-Nazi Afrikaner Weerstandsbeweging (AWB), have vowed to hit back for the mine killings and are stockpiling guns and ammunition

Police said all was quiet in the white part of Welkom yesterday

● Mr Vlok will deal with the issue of vigilante groups, armed patrols and armed marches and demonstrations in an interpellation debate in Parliament this afternoon, according to a spokesman for his department — Sapa-Reuter

capit Tint 22/5/90 (213)

NUM strike 'unlikely' to result from dispute

MINING industry sources yesterday expressed confidence the dispute declared by the NUM against the Chamber of Mines on Wednesday could be resolved without strike action

The NUM declared the dispute at the end of the fourth round of the 1990 wage talks between the two parties

An employer source pointed out that there had not yet been an occasion in the seven-year history of NUM-chamber wage negotiations that settlement had not been preceded by a dispute declaration

"The possibility of a strike always exists. But it does not appear to be heading that way this year. Both teams appear to genuinely want a settlement," he said

He said the talks had been held in a good atmosphere

He added that two issues other than the actual level of wage increases appeared to be of greatest concern to the NUM.

First was the union proposal that the industry allocate 1% of its annual wage bill for developing black miners' skills, and to grant scholarships to 250 black miners each year to acquire technical and managerial skills

The chamber was, in principle, in favour of developing miners' skills, but had proposed at this stage the establishment of a working committee to investigate the proposal in more detail, he said

Secondly, the NUM believed members were losing a great deal through non-payment of overtime. The union

ALAN FINE

had threatened a work-to-rule if this problem was not corrected

The deadlock arose at a point where, regarding wage increases, the chamber had offered 13,5% to 16%, with the higher percentage increase offer directed at employees at the lower end of the wage scale. The NUM demand stood at 20% to 32%

In addition, the chamber said, it had made certain concessions relating to the collection of NUM membership subscriptions

The chamber's GM industrial relations services Barry Shipman said "At a time when the viability of certain mines is being threatened and considerable effort is being devoted to saving jobs we believe that the offer presented today was eminently reasonable. It is unfortunate that the union does not share our view."

Refused

Sapa reports NUM Press officer Jerry Majatladi as saying the chamber's wage offer was "ridiculously low"

Majatladi said the chamber had refused to grant a union demand for March 21, June 16 and October 1 to be paid holidays

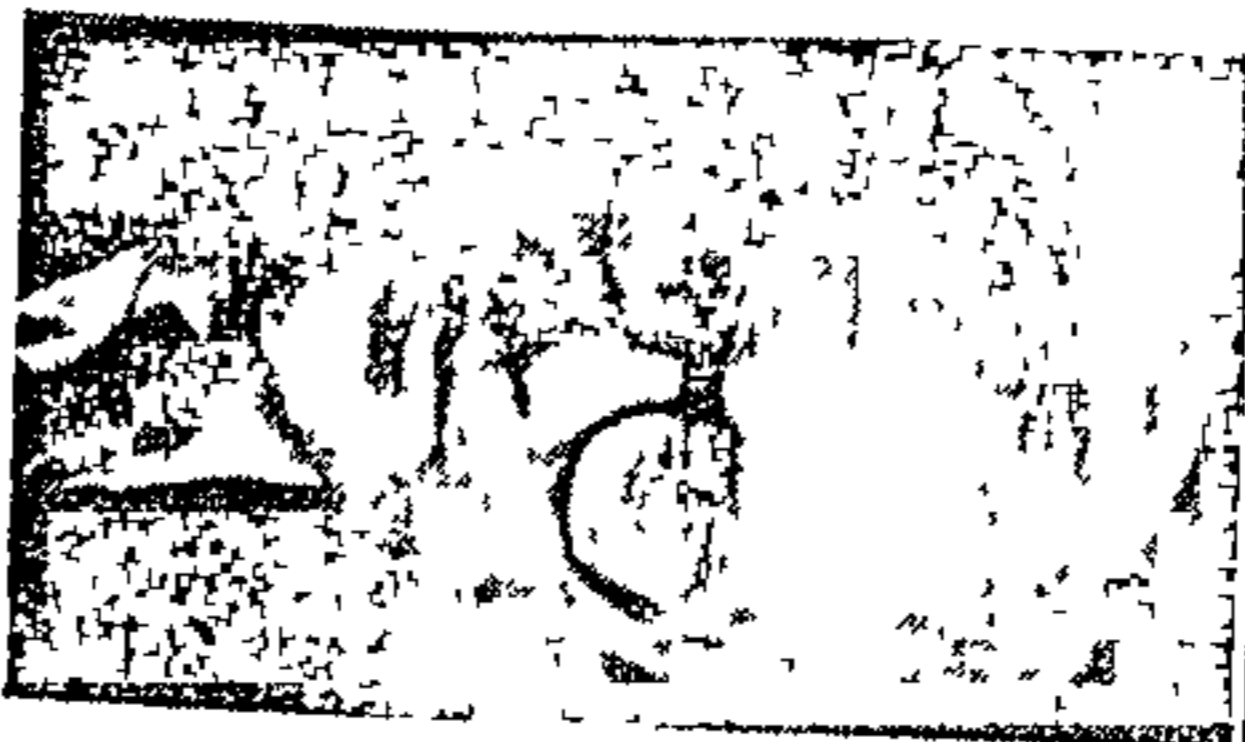
"The chamber's refusal to accede to the reasonable proposals by our union is a short-sighted and arrogant stance, which is set to plunge the entire mining industry into a climate of tension and conflict," Majatladi warned

S 10 1990

...So many of our members have described how unpleasant it is to be in business these days.

The businessman is caught in the middle of a drama over which he has no control." He said

Over the next few days businessmen would have to think meaningful strategies for survival, he said, adding, they had to review past strategies and honestly question their



Anglo chairman Mr Ogilvie Thompson.

Anglo lost R3,5 - R5,5m in unrest

By JOSHUA RABOROKO

ANGLO American Corporation (AAC) lost between R3.5-million and R5.5-million in gold mines following the widespread violence that erupted in the goldfields towns of Welkom, Theunissen and Virginia in the past month.

At a Press conference in Johannesburg this week, the company's managing director in the gold division, Mr Lionel Hewitt, said over 30 000 shifts were lost during the uprisings that left many dead and several injured.

Decrease

However, Hewitt said that work stoppages and violence had decreased tremendously after the Minister of Law and Order, Mr Adnan Vlok, had visited the areas and

talked to various groups.

The National Union of Mineworkers, the Chamber of Mines and the Council of Mining Unions had agreed to restore peace in the troubled areas. As a result the situation was calm, although there was still tension in the gold mines.

Answering a question,

*The Foundation for African Business and Consumer Service is to hold its corporate advisory council meeting in Johannesburg today at the Mariston Hotel Johannesburg at 9 am. The following day a Fabcos members, sponsors, satellite companies and advisers, will hold a meeting at same venue.

*The Soweto Department of Education

he said that although the NUM had declared a dispute with mine bosses, it was hoped that the matter would be settled in a satisfactory manner.

Dispute

The dispute was taken to the Conciliation Board and the company was not expecting strikes on its mines.

Industrial actions and the heightened political tensions had contributed

to the drop in the price of gold. However it was expected that the company would do well in future.

AAC's chairman Mr Ogilvie Thompson said that job reservation was abolished on the company's goldmines, but agreed that there were people who still had not changed their attitudes because of apartheid. "We have not completely succeeded in eradicating this system in the mines,"

he said.

Commenting on the company's financial results for the year ended March 31, 1990, he said the corporation was again able to report satisfactory results despite the continuing decline in profitability of the gold mining industry, which they had substantial investment and which recorded a drop in earnings this year after static earnings the previous year.

Anglo's attributable earnings increased 20,1 percent for the year ended March 31. Earnings from gold mines comprised 24 percent of a new record R1,5bn in attributable in-

come compared with 30 percent of R1,3bn in the previous year

The corporation's performance was a tribute to the foresight which had built up a broad spread of investments able to provide sound growth, despite the poor performance of the gold segment of that portfolio.

He expressed concern about the industrial sector. In the light of steps taken to dampen the economy and of lower commodity prices, it may prove difficult for that sector to repeat the 12,8 percent higher earnings of R563 million for the year under review.

Business Diary

By JOSHUA RABOROKO

Phone 474-0128 for all your announcements of a

New firms chosen for competition

By GILLIAN COUNIHAN

Manager stabbed to death by mineworkers

AP/Sci 3/7/90

2/3

JOHANNESBURG — Mineworkers, allegedly dissatisfied with a wage increase, attacked and stabbed to death an official at the Merriespruit gold mine in the Free State, mine owners confirmed.

Mr Steve Buitendag, 43, was killed yesterday when he and two other officials went to investigate a gathering of about 800 miners outside a hostel, a Harmony Mines spokesman said.

Mr M. Human, hostel manager, and

Mr E.D. Perry, a production manager, escaped unhurt, police said. Mr Buitendag was a personnel manager.

Police and mine security were called to the scene but it was unclear if anyone had been arrested. The miners had dispersed before police arrived, the Harmony Mines spokesman said.

He said the miners were apparently dissatisfied with a wage increase.

The situation had returned to normal this morning and the day shift had gone underground.

The spokesman said Mr Buitendag was struck on the head with an instrument and then stabbed.

National Union of Mineworkers spokesman Mr Jerry Matjatladi said the union was gathering information about the incident — Sapa.

○ CAP 745
4/7/80

Call on white miners safety

JOHANNESBURG. — The death of a white official at the hands of a crowd of mineworkers at the Merriespruit gold mine near Virginia on Monday has been condemned by right-wing groupings who have called for better protection for whites in the Free State goldfields.

The National Union of Mineworkers has expressed regret at the death of personnel manager Mr Steve Buitendag, who was beaten and stabbed after being set upon by about 800 miners. The union had been holding negotiations with management in an attempt to remove conflict caused by racial tensions.

Hollow ring

It expressed the hope that all parties would continue to work towards the elimination of racial conflict in spite of Monday's death.

CP spokesman on law and order Mr Moolman Mentz said Mr Buitendag's death had given a hollow ring to the assurances by Minister of Law and Order Mr Adriaan Vlok that the lives and property of whites on the Free State goldfields would be protected. Private security organisations were needed to assist the already overworked police force. The AWB went further and warned that unless adequate steps were taken to protect whites who were only a handful in the face of a "radical ANC force", it would be forced to take "drastic steps". — Sapa

Mine official killed

213
Dowryan
4/7/90

MINEWORKERS allegedly dissatisfied with a wage increase attacked and stabbed to death an official at the Merriespruit gold mine in the Free State on Monday, mine owners confirmed.

Mr Steve Butendag (43) was killed when he and two other officials went to investigate a gathering of about 800 miners outside a hostel, a Harmony Mines spokesman said.

Hostel manager Mr M Human, and production manager Mr ED Perry escaped unhurt, police said.

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However, yesterday morning the situation had returned to normal and the day shift had gone underground.

National Union of Mineworkers spokesman Mr Jerry Matjatladi said the union was gathering information about the incident - Sapa

OFS mine killing: (213)
Sowetan 5/7/90
12 men questioned

TWELVE men are being held for questioning in connection with the death of senior personnel officer, Mr Steve Buitendag, at the Harmony gold mine earlier this week

This was announced on Wednesday by the police liaison officer in the Northern Free State, Maj Johan Fouche

Buitendag (43), of Merriespruit, at Virginia, was murdered at the Merriespruit shaft of the Harmony mine on Monday

He and two colleagues were confronted by between 800 and 1 000 miners after the workers' demands for salary increases had been rejected. Buitendag was later found with multiple head injuries and a knife wound in his ribs. He died soon afterwards - Sapa

Race conflict looms again in Welkom

Sowetan 5/7/90



CONFLICT is again looming on the Free State goldfields - this time between police and the Afrikaner Weerstandsbeweging, which warned on Tuesday it would take "drastic steps" to protect white miners on the Free State goldfields

The new development in the simmering racial conflict on the goldfields comes after the chief personnel manager of a Virginia mine was murdered by black miners on Monday

The latest killing is a sequel to the murder of two other white miners near Welkom earlier

In two sharply worded statements, the organisation accused the Chamber of Mines of throwing a "handful of whites" to the mercy of "the radical ANC", because they did not have the means to protect themselves underground

Accused

The South African Police were accused of not being able to protect white miners and of virtually leading illegal ANC marchers on five occasions in Welkom

Describing its view of the situation as "serious", the AWB demanded security meetings between them, the SAP, mine security, management, and Law and Order Minister Adriaan Vlok.

In reaction, Law and

Sowetan Reporter

Order Ministry spokesman Brigadier Leon Mellet said those who took the law into their own hands would have to suffer the consequences.

Referring to an alleged SAP "witch-hunt on Christian Boer and right-wing folk", the AWB said the continued detention of mine captain Hendrik Steyn held in connection with the blast at the National Union of Mineworkers headquarters in Welkom - "destroyed all forms of goodwill and co-operation".

Denial

Earlier, the AWB denied Steyn was a member.

"Serious racial conflict can be created by this. The AWB wants to remain within the law, but the illegal ANC activities allowed within white areas - permitted by the SAP - creates breeding ground for even bigger 'racial-conflict-boycotts' and industrial conflict," said one statement

Mellet rejected the claims of bias against the AWB, saying police were at the moment also holding two ANC members in terms of security legislation in Welkom.

"It is totally untrue to say we are engaged in a witch-hunt against the AWB. This is pure, malicious, propaganda," Mellet said

8 more arrested after mine official's death

EIGHT more men have been arrested in connection with the death of a senior personnel official at the Merriespruit Gold Mine at Virginia earlier this week.

Twelve people had been arrested earlier, it was reported. *W/May 6/77*

Steve Buitendag and two colleagues were apparently attacked by about 1000 mineworkers, whose wage demands had been turned down. *(213)*

Buitendag's two colleagues managed to escape to safety, but Buitendag later died from multiple injuries — Sapa

w/m out 6/7/90 - 8/7/90

Gold strike averted but coal mine battle looms

213

By DREW FORREST

STRIKE action has been averted in South Africa's strategic gold mining industry — but sector-wide industrial action by 22 000 coalminers looms

Responding to the Chamber of Mines' final wage offer yesterday, the National Union of Mineworkers accepted the proposal, between 14.5 and 17 percent, for gold mines but rejected it for collieries

The NUM will now inform the department of manpower that conciliation board talks have failed, clearing the way for a strike ballot.

Yesterday NUM assistant general secretary Marcel Golding said the union remained open to further offers to avert a strike.

The chamber declined to comment, saying it was considering its response. In its letter to employers, the NUM

says it wants a 20 percent increase on the collieries and the closing of pay differentials, both between job categories and different mining houses.

Stressing that coalminers earn less than their counterparts in gold mines, it says the collieries have been "extremely profitable" over the last 18 months

The NUM also rejected an employer proposal of a joint working party to probe work hours. The chamber had agreed workers were working much longer than the stipulated hours

They would comply strictly with the agreed limit, it said.

The union accepted the chamber's offer of a five percent increase in holiday leave allowance, bringing the allowance to 100 percent in some mining houses

●The National Union of Metalworkers warned worker attitudes will harden

due to "poor progress" in an industrial council dispute meeting with metal employers yesterday

Steel and Engineering Industries Federation director Brian Angus said Seifsa would meet on Monday to consider whether to revise its final offer of between 14.9 percent for skilled workers and 18 percent at the bottom.

In the light of any such improvement, representatives of all union sectors will meet next weekend to decide whether to strike.

Only Numsa is in dispute with Seifsa, but the Confederation of Metal and Building Unions, representing 100 000 largely skilled workers, has also rejected the employer offer

Angus said the CMBU wanted the 14.9 percent on actual wages, rather than scheduled rates

problems also recommends that blood tests be used more often to determine paternity.

Official defuses bomb at NUM office

MATTHEW CURTIN

THE NUM condemned the escalation of violence aimed at union property after a bomb was defused yesterday by a union official outside the organisation's Carletonville office. The incident brings to four the number of attacks on NUM property in recent weeks, starting with the June 10 blast at the union's Welkom office which caused R250 000 damage. NUM media officer Jerry Majatladi said yesterday NUM offices had been vandalised in Witbank and Rustenburg in the last two weeks. The union appealed to those who had differences with the NUM not to resort to violence.

Majatladi said the NUM endorsed Tuesday's comments by Chamber of Mines president Johann Liebenberg that the chamber, the NUM and the white mineworkers' federation the Council of Mining Unions (CMU) had taken positive steps to reduce racial tension on the mines. Police said yesterday they had arrested a further eight men in connection with the murder of a Virginia mine official fleeing from a crowd of up to 1 000 people. This brings to 20 the number of men held.

213

12 hurt in clashes at St Helena mine

TWELVE people were injured — four seriously — after clashes between National Union of Mineworkers (NUM) members and mine security staff at St Helena Gold Mine near Welkom on Monday. (213)

According to Genmin and the SAP, mine security was forced to use teargas, rubber bullets and birdshot to disperse a crowd of miners carrying pangas, knobkerries and iron bars. The NUM says a group of unarmed members was shot at without warning for singing, doing the toyi-toyi and wearing political T-shirts — practices banned by Genmin.

TANIA LEVY

SAP Pretoria liaison officer Lt Pieter du Preez confirmed four mineworkers and a security member had been injured during the incident. (213) 18/7/90

NUM Press officer Jerry Majatladi said the four mineworkers were in a serious condition at the mine hospital and a further seven had been less seriously injured. He said about 4 000 mineworkers had attended an NUM report-back meeting on retrenchments on Monday.

To Page 2

Mine clashes (213) 18/7/90

The mine plans to retrench more than 1 500 of its 9 000 workers and wants to grant two weeks severance pay for every year of service. The union wants three weeks severance pay and four months notice of the retrenchments.

After the meeting, said Majatladi, about 2 000 members were returning to their hostel singing and doing the toyi-toyi. Security

men ordered them to stop and remove their political T-shirts. Without warning rubber bullets and birdshot were fired by about 100 security officers.

Gengold MD Gary Maude said the security man's arm had been cut with a panga. He said the incident was not typical of management's dealings with the NUM.

Majatladi said mineworkers had been unarmed.

From Page 1

11 shot in mine attack

213
CAN Times 18/7/90

JOHANNESBURG — Mine security officers shot and wounded 11 black miners, four seriously, and one security man was hurt when miners attacked the officers at a shaft at St Helena gold mine near Welkom, Genmin said yesterday.

The officers fired on a group of about 100 miners armed with pangas and iron bars who attacked them after leaving a union meeting late on Monday.

After a peaceful meeting, held by members of the National Union of Mineworkers, most of the crowd returned to the hostels, but the armed group broke away and "security staff members who were monitoring the situation were attacked", the Genmin statement said.

It did not explain the reason for the attack.

The staff "were forced to defend themselves—several shots were fired and 12 people subsequently received treatment", the statement said.

A security man was among the casualties and four miners were "in a serious condition" yesterday.

"The names of the injured will be released as soon as their families have been informed," Genmin said.

The NUM had no comment on the incident yesterday. "We are looking at the details," a spokesman said — UPI

12 shot at Welkom mine (213)

TWELVE people - including one mine security official - were injured in a shooting incident at St Helena gold mine near Welkom, Genmin said yesterday. *Sowetan 18/7/90*

Four of the injured workers are in a serious condition.

Genmin said the incident occurred late on Monday afternoon after a peaceful meeting held by NUM representatives.

"After the meeting most of the crowd, except a group of about 100 armed men, went to the hostels

"Security staff members who were monitoring the situation were attacked.

Several shots were fired and 12 people subsequently received treatment at a nearby hospital

"Four of the injured are in a serious condition," the company said - Sapa

Mr Muzik's wife
best known yachts at 100

11 shot in mine attack

213

CAM Times 18/7/90

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The NUM had no comment on the incident yesterday. "We are looking at the details," a spokesman said — UPI

He returned to Cape Town yesterday and was appointed assistant priest

Apr 11 1970

Liquor strikers call for boycott

TALKS between striking wine industry workers and the Wine and Spirit Industry Employers' Association ground to a halt yesterday when a wage dispute could not be resolved.

The 3 800 strikers, represented by the National Union of Wine, Spirits and Allied Workers (Nuwsaw), urged consumers to boycott their employers' products.

British and European trade unions have indicated support, said Nuwsaw spokesman Mr William Makhunga.

Peaceful

The parties are still deadlocked over union demands for a R40 weekly increase. Employers have offered R33.

A legal march will be held in Stellenbosch tomorrow to highlight demands.

Employers' Association spokesman Mr Riaan Kruger said the parties agreed only on the following points: That industrial action be conducted in a peaceful manner and that "victimisation, intimidation, harassment or violence be rejected."

● Early yesterday some 300 striking hotel workers marched about 12km in pelting rain from the Newlands Sun hotel to the city centre and back to the Holiday Inn in Woodstock, a Commercial, Catering and Allied Workers' Union spokesman said. About 6 000 Saccawu members are embroiled in a three-week wage dispute with Southern Sun/Holiday Inns.

● In Johannesburg, police detained four of the 11 mineworkers injured in a clash with security at St Helena Gold Mine in Welkom on Tuesday, a union spokesman said.

A mine spokesman rejected claims that the company had dismissed half of its workforce. The number was less than 10% after "repeated stoppages" — Staff Reporter and Sapa

3 000 stop work at Harmony gold mine

A STRIKE by 3 000 mineworkers began at Rand Mines' Harmony gold mine in Welkom yesterday morning to back demands for an immediate wage increase

National Union of Mineworkers publicity secretary Mr Jerry Majat-

ladi said yesterday members on the mine are demanding that management implement an immediate wage increase in line with the increase negotiated by NUM with the Chamber of Mines last month *Sowetan 17/7/90*

The NUM has 18 000 members out of a total workforce of 25 000 at Harmony.

Increase ⁽²¹³⁾

Union officials were scheduled to meet Harmony management on July 27 to review an offer of 13 percent increase at the mine, Majatladi said

The chamber had of-

fered an increase between 14,5 and 17 percent for the gold sector but Harmony management initially refused to recognise the union on the mine.

A one-day strike two weeks ago resulted in union recognition

Majatladi said workers felt they should now also benefit from the chamber's offer

The strike had been arranged at branch level on the mine but would be backed by the NUM head office, he said

The regional OES union office had written to Harmony management outlining their position. Sapa

4 miners detained

Scwefan 19/7/90

POLICE yesterday detained four of the 11 mineworkers injured in a clash with mine security on Tuesday at St Helena gold mine near Welkom, according to National Union of Mineworkers publicity secretary Mr Jerry Majatladi.

Welkom police said they would confirm the number of detentions later.

Tension was still high on the mine and the other seven injured workers were still in hospital, four in critical condition, Majatladi said.

He said workers felt mine management was complicating the situation by involving the police.

"By using the laws of the country in an issue between the union and management, they are taking the issue out of the hands of the union.

"Using the police can only bedevil industrial relations in the mining industry." - Sapa.

Harmony mine workers strike

213 MATTHEW CURTIN

A WAGE strike involving 3 000 workers began at Rand Mines' Harmony gold mine yesterday.

A Harmony spokesman said the action was confined to Merriespruit number three shaft, one of seven shafts at the complex which employs 28 000 mine workers.

10 day 1977/90
Strikers' representatives and NUM officials met during the day with mine industrial relations officials.

The strike was peaceful without demonstrations, and the spokesman said the situation was contained.

Sapa reports NUM media officer Jerry Majatladi said yesterday strikers demanded the recent NUM Chamber of Mines pay settlement be extended to miners at Harmony at once.

He said Harmony management initially refused to recognise the NUM on the mine until a one-day strike two weeks ago. The NUM has 10 000 members at Harmony.

The work stoppage, organised at branch level, was backed by the NUM head office.

Dr
**7 000 miners on strike
over union and wages**

By GLENDA DANIELS (10) (213)
MORE than 7 000 mineworkers at Harmony Goldmines in the Free State went on strike yesterday, following a dispute over union recognition and wages.

Chamber of Mines official Simon Crawford said: "About 7 100 workers stayed away from the Merriespruit No 3 shaft and the Harmony No 4 shaft."

He cited low National Union of Mineworkers' membership at Harmony and exclusion from a 14-to-15 percent wage increase, agreed to after recent negotiations, as the reason for the action.

He said mineworkers had only received a 13 percent increase — lower than that stipulated by the chamber. "It is only in recent weeks that the union's membership had increased to about 55 percent," he said. *WMA 207-24190*

Crawford said NUM regional representatives yesterday went to Harmony to ask the workers to go back to work.

NUM representative Jerry Matjaladi said he was sceptical of the figures quoted by the chamber.

According to Matjaladi, about 18 000 workers signed up for membership (70 percent of the workforce), but management had not processed their forms.

NUM conducts ballot on a collieries strike

(213) ALAN FINE (21)

THE NUM is conducting a strike ballot of about 23 000 members at 22 collieries party to negotiations between the union and the Chamber of Mines, assistant general secretary Marcel Golding said yesterday.

The ballot, which began yesterday, is being held at collieries owned or administered by Amcoal, Trans Natal Collieries and Rand Mines, and the result is expected by the end of the week.

But Golding declined to say when a strike could be expected if workers voted for action. "We are first canvassing our members' opinions. Once that is done we will decide on the next step. But we have repeatedly indicated we are open to further negotiations," he said.

The chamber said last week its latest offer was final. $\beta 10^m 2517190$

The colliery dispute arose from the NUM's rejection of the 14,5% to 17% chamber wage offer which the union accepted in respect of the gold mines on July 5.

The union said at the time that given the good profitability of the collieries, compared to that of the gold mines, it was a good opportunity for the mining houses to raise colliery wages so as to close the wage gap between the two sectors.

Golding said Amcoal and Trans Natal had improved their offer — Amcoal to about 18% and Trans Natal to 14%—28%.

The NUM's colliery demand was 20%. Golding said although some Trans Natal workers stood to win a better increase than that demanded, the dispute was with the coal-mining industry as a whole.

12 000 coalminers vote on strike action

The Argus Correspondent

JOHANNESBURG. — About 12 000 National Union of Mineworkers (NUM) members were taking part in a strike ballot at coal mines across the country, said union spokesman Mr Jerry Majatladi.

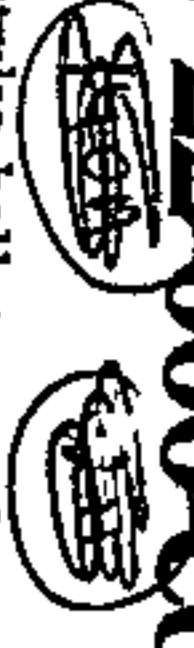
The ballot was called after wage negotiations between the Chamber of Mines and the NUM fell through earlier this month. The union accepted the chamber's wage offer of 14,5 to 17 percent increase on gold mines, but rejected the offer on coal mines.

Mr Majatladi said that although only NUM members were being balloted it was likely others on the affected coal mines would join the union if the vote was for a strike.

The task of having to move from one shaft to another meant the ballot result was coming in slowly and would probably be known only in a few days, he said.

Strike by 22 000 coalminers looms as NUM rejects offer

BY DREW FORREST



INDUSTRY-WIDE strike ballots involving 22 000 coalminers have yielded an overwhelming majority vote in favour of strike action, a National Union of Mineworkers source said yesterday.

Ballots were conducted this week at 22 collieries owned by Amcoal, TransNatal and other companies following the NUM's rejection of the Chamber of Mines wage offer, of between 15.5 percent and 17 percent, in respect of the coal mines. **NUM 347-291190**

Arguing that the collieries have shown good profits and the colliery wages lag behind those on the gold mines, the NUM has demanded

an average 20 percent increase. Sources consider industrial action is likely next week. Yesterday the NUM announced it had won an important victory at Rand Mines' Harmony gold mine, near Welkom.

NUM economist Martin Nicol said that in talks with the NUM, the mine had agreed to raise wages for its 20 000 workers to levels negotiated with the Chamber of Mines.

Harmony had earlier offered 13 percent, on the grounds the union was not recognised. This sparked worker protests culminating in the killing of a mine official and a strike by 7 000 workers.

Describing the agreement as a "major ad-

vance", Nicol said the NUM had been locked in a "years-long" battle for recognition and bargaining rights at the mine.

While the union was strongly represented at Anglo mines in the Free State, this was the first bridgehead at Harmony, one of the largest gold mines in the region.

GLENDIA DANIELS reports that a strike at the biggest wholesalers in the country, Metro Cash and Carry started today involving 5 000 members of the South African Commercial Catering and Allied Workers' Union members in 150 stores.

The union has agreed to management's proposal to go to mediation on Monday.

NUM GOES FOR THE MINNOWS

5 Times 29/7/90
CONS Modder shares softened on the JSE because of foreign sales on Friday after a strike at the East Rand gold mine.

The mine is managed by independent Golden Dumps. The National Union of Mineworkers is not recognised at the mine, or at other independently run mines.

The wave of strikes in the gold-mining industry in the past few years missed the independents. Their labour relations never made the news.

Now the NUM says workers are demanding recogni-

By JULIE WALKER

tion of their union. More than 1 500 came out on strike at Cons Modder after 30 drillers were dismissed for demanding bonuses.

The strikers want better pay and service increments, and call for improvements in the food and kitchens and the removal of a security gate to allow taxis to drop workers near the hostel gate.

The union claims that management has divided workers across tribal lines "to break the strike and dismiss the Xhosa- and Sotho-speaking workers".

Nobody at the mine or the management company was available to comment on Friday.

Modder is not the only independent mine to experience difficulties. Severin Mining & Development's Rand Leases has reduced tonnage in an effort to make the mine profitable.

Severin Mining director Franka Severin says the mine has changed its mining philosophy from increasing tonnage to reducing it to 12 000 tons a month. Operations at the KR2 shaft were stopped and 600 miners retrenched. Labour unrest is reported to have contributed to loss of production.

Rights

Mrs Severin says working costs are falling and the mine is diversifying its activities.

Interest has doubled the amount of borrowings at Rand Leases in five years. A rights issue is possible, in which the management company would willingly capitalise its loans to the mine.

Severin's other gold mine, Eersteling, suffered from lower grades in payshoots in the variable greenstone orebody.

It will also mine at 12 000 tons a month, and 400 employees have been retrenched. An illegal two-week strike affected a month's production.

The two mines suffered large losses because of retrenchments.

Coal miners poised to go on strike

By SHARON SOROUR, Labour Reporter

MORE than 16 000 coal miners are set to join tens of thousands of workers on strike throughout the country as industrial unrest continues to plague several industries.

This follows a strike ballot at 18 mines involving more than 20 000 miners, all members of the National Union of Mineworkers, a union spokesman said.

"More than 16 000, which is about 90 per cent, of the workers voted in favour of strike action and unless something dramatic happens, the union is going ahead with contingency plans for a strike," he said.

Meanwhile, the SA Commercial, Catering and Allied Workers' Union is still locked in battles with Southern Sun hotels and Metro Cash and Carry.

More than 6 000 hotel workers are still on strike at 41 hotels — including eight in Cape Town — pending mediation.

At Metro Cash and Carry, more than 5 000 union members at more than 150 stores nationwide are demanding a R150 increase

WORK STOPPAGES

Sapa reports that hundreds of leather workers in Natal have been dismissed as wildcat strikes continue to plague the industry nearly a week after a national pay deal was signed between two unions — the SA Clothing and Textile Workers' Union and the National Union of Leatherworkers — and the SA Footwear Manufacturers' Federation

In spite of the 19 percent across-the-board weekly wage increase agreement reached between the nine employer bodies and the unions, companies in Natal and the Eastern and Southern Cape have been hit with work stoppages.

More than 3 800 members of the National Union of Wine, Spirits and Allied Workers, who have been on strike since July 11, are demanding a weekly increase of R40 while the SA Wine and Spirits Industry Employers' Association has offered R33.

Talks to resolve the dispute failed two weeks ago and no further plans had been made, association spokesman Mr Charlie Hoeflich said today.

In Bellville, about 70 employees of Boeresake Co-operative, who were locked out of the agricultural wholesaler's Sacks Circle plant on Monday, have accepted a management pay offer of 64c on their average hourly wage of R4,03.

News in Brief

Capt T. H. 1/1/90 (213)
Coal workers' strike looms

JOHANNESBURG — A strike by about 20 000 coal workers is looming following a ballot conducted by the National Union of Mineworkers (NUM). A NUM spokesman said 90% of its colliery workers had voted in favour of going on strike in support of wage demands. The workers are demanding wage increases of between 18% and 20%.

[Vertical text on the right margin, mostly illegible due to high contrast and scan quality]



Bid to avert strike by 16 000 miners

ARLWJ 2/8/90 213

By SHARON SOROUR
Labour Reporter

NEGOTIATIONS are taking place to avert a strike by about 16 000 coalminers over a wage dispute while several thousand workers in other industries continue to strike.

According to reports the National Union of Mineworkers (NUM) met the Chamber of Mines last night to discuss a wage increase

In favour

The union is demanding an 18 to 20 percent increase for all eight categories of workers at collieries while the Chamber of Mines offered increases of between 14,5 and 17 percent, Amcoal between 16,4 and 18 percent and Transnata between 14,5 and 28 percent

About 90 percent of the union's members earlier voted in favour of industrial action after the union rejected the offers.

Meanwhile, the strike by about 5 000 Metro Cash and Carry employees at 110 stores has ended with the SA Commercial, Catering and Allied Workers' Union (Saccawu) accepting a R140 monthly increase across-the-board, Sapa reports.

Metro's final offer prior to the strike had been R135 while the union demanded R155.

The strike by about 6 000 hotel workers, members of Saccawu, at 41 Southern Sun/Holiday Inn hotels continues while about 10 000 members of the SA Clothing and Textile Workers' Union (Sactwu) are still on strike at Consolidated Cotton Textiles

In Grahamstown tension increased between Rhodes University and the Transport and General Workers' Union following demonstrations by about 400 workers during wage negotiations.

University vice-principal Dr Roux van der Merwe said the university noted "with concern" that union members had decid-

ed to protest while negotiations were in progress "to press their demands for higher wages"

While procedures would be followed to end the dispute as soon as possible, Dr Van der Merwe warned that "outside protest cannot accelerate this procedure".

With transport

After five meetings the union rejected the university's offer which raised the basic wages of non-residence staff to between R505 and R1 130 a month, while the basic wages of residence staff would be increased to between R346 and R521 a month with transport, or to between R376 and R551 a month without transport

Union representative Mr Elijah Ntentile said the university paid its workers substantially less than other universities

Dr Van der Merwe said "No subsidy is received from the government for wages and fringe benefits for residence staff and all these costs are met by the university"

STRIKE BALLOT (213) (213)

Coal miners vote yes

Coal miners are poised to strike after an overwhelming ballot in favour of strike action by union members last week

Industry-wide ballots involving more than 20 000 men at 18 mines culled a 90% vote in favour of striking, says National Union of Mineworkers press officer Jerry Majatladi

Ballots were held at collieries owned by Amcoal, Trans-Natal, Rand Mines, Gold
FIM 318190

FIM 318190

Fields and others after NUM's rejection of the Chamber of Mines' final offer of wage increases between 14,5% and 17%

The same basic offer was recently accepted by gold miners, whose jobs were on the line as gold's crumbling price shoved gold mines into the red (213)

NUM is demanding increases averaging 20% and argues that collieries have shown good profits Majatladi says even non-union members support a strike

The NUM claims a membership of 16 117 out of a total of 21 164 coal miners and, according to the union, 11 357 men voted for a strike

A meeting was set up immediately with the chamber after news of the ballot

The union still has to determine when a

FIM 318190 (213) (213)

strike will begin But it might be hoping industrial action can be averted as unskilled jobs have been shed in large numbers by the collieries since the early-Eighties

Vera von Lieres

DEMOCRACY FIM 318190

11 face murder charges after death of miner

BY GLENDA DANIELS

ELEVEN mineworkers from Rand Mines' Harmony Gold Mines in Welkom face murder charges over the death of senior mine official Steven Butendag in June, Welkom police said yesterday.

This comes against the background of a strike by 3 000 Harmony workers demanding the release of their colleagues

Fourteen workers appeared in court in Virginia this week. Three were released and the others were remanded in custody.

National Union of Mineworkers' spokesman Jerry Majatladi said the union was putting pressure on management to secure their release. Strikers would not go back to work until management responded, he said.

But Harmony deputy chairman Paul Forbes stressed yesterday the arrests were a police, not a management, issue.

Yesterday the NUM released further demands linked to the boycott by 18 000 workers of concession stores, beer halls and mine kitchens at JCI platinum mines in the Rustenburg area. Central to the campaign are demands for a "living wage", the dismantling of mine security, an end to "arbitrary" dismissals

Strike ballot at De Beers' mines

THE National Union of Mineworkers (NUM) will conduct a strike ballot among 11 000 workers at De Beers' mines after a conciliation board meeting with management deadlocked yesterday.

NUM spokesman Marcel Golding said last night the union had rejected a De Beers' offer of a graded across-the-board increase of between 15,9% and 15%, as against the NUM demand for an increase between 22,5% and 19%.

The union demanded a job grading agreement and improved shift allowances.

MATTHEW CURTIN reports the Chamber of Mines and the NUM were locked in

THEO RAWANA

discussions late last night to discuss the union's revised colliery wage demand of a 19% across-the-board increase.

The meeting had not ended by the time of going to press. NUM Press officer Jerry Majatladi said earlier yesterday that future developments depended entirely on the chamber's response to the NUM.

The NUM rejected the chamber's final offer of 14,5% to 17% wage increases for its members at 22 collieries on July 5.

The union did not accept revised offers from individual mining houses: Amcoal (at

□ To Page 2

Strike ballot

16,4%), Trans Natal (14,5%-28%) and Lonrho's Duiker Exploration Ltd (17%)

At the last meeting between the chamber and the union, the chamber offered to improve holiday leave allowances

On August 1 there was a 76% union vote in favour of industrial action on coal mines after an NUM strike ballot.

A spokesman from Winterveld mine, where a 15 000 workers were locked out, said chrome orders were being met from

mine stockpiles and he believed the dispute would be referred to mediation soon.

Majatladi confirmed the NUM was in the process of setting up mediation, but regretted Rand Mines had not co-operated in applying for independent mediation.

Management's final wage offer was for a 14,5% wage increase. The NUM was demanding a R225 or 60% across-the-board increase.

□ From Page 1

Threatening coal mines strike put on ice

THE threatening coal mines strike has been put on ice with the Chamber of Mines currently considering a reduced wage demand by the National Union of Mineworkers

The NUM's demand for its 20 000 members on coal mines had dropped from 19 to 20 percent, chamber spokesman Peter Bunkell said on Monday

A ballot was held last week when about 90 percent of the NUM's mem-

bers voted in favour of striking, but the union then met the chamber in a last-ditch attempt to avoid a strike

Only one coal mine, Duiker Exploration, was willing to improve on the chamber's offer of increases between 14 and 17 percent, NUM spokesman Jerry Majatladi said last week

Other offers in the form of holiday benefits

were also received, he said

The NUM believes coal mines can easily afford its demand because they are not facing the financial constraints which beleaguered gold mines are presently groaning under

The low gold price and increasing costs of deep level mining have hit them hard - a fact recognised by the NUM earlier this year

213
01/08/90
SOWETAN

NUM, De Beers in deadlock

JOHANNESBURG — The National Union of Mineworkers has declared a deadlock in the Conciliation Board established to consider a dispute between the union and De Beers over improvements to wages and conditions of employment, the diamond house said yesterday. The union is currently demanding a 22,5% increase in the current minimum wage of R653

[Handwritten scribble]

August, 1990

NUM's members consulted on strike

OWEN MAUBANE

THE National Union of Mineworkers (NUM) would not take strike action at collieries until it had reported back the Chamber of Mines' revised offer to members, union spokesman Jerry Majatladi said at the weekend.

Chamber public affairs manager John Imrie said yesterday it would meet the NUM this week to establish what the union's decision on the revised offer was.

The offer involved increased holiday leave allowance, but the wage offer remained unchanged. Only Lonrho's Duker Exploration Ltd raised its wage offer to an across the board 17%.

Majatladi said after Wednesday's meeting Amcoal had increased its holiday allowance offer by a range of 16,4% to 18%, a 20% increase compared with last year. Genmin, JCI and Rand Mines had also increased theirs by 20%. Only GFSA had not improved its offer.

The chamber and the NUM would enter into discussions on the current charges applied to miners for food and medical care, he said.

The NUM had demanded a wage increase of between 18% and 20%, while the Chamber of Mines' "final" offer was for a 14,5% to 17% increase.

The union had rejected the chamber offer and separate offers from Amcoal (16,4%-18%) and Trans-Natal (14,5%-28%) and had conducted a strike ballot.

Results from the strike ballot were that 16 117 members polled at 22 collieries were in support of a strike over the wage demand, while 3 878 were against.

Meanwhile, the wage strike at Rand Mines's Harmony gold mine was resolved last Thursday after discussions between strikers' representatives, the NUM and mine management concluded amicably. Miners had returned to work on Friday, a mine spokesman said.

About 4 500 miners went on strike at the V-1 shaft after confusion about the reflec-

tion of wage increases on their pay slips. In other developments last week, the dispute between Metro Cash and Carry and Saccawu over a wage increase was resolved after the union agreed to accept a R40 across-the-board wage increase.

The metal industry was facing possible strike action as the National Union of Metalworkers of SA (Numsa) and Steel and Engineering Industry Federation of SA (Seifsa) wage dispute reached deadlock.

Numsa began an 11-day strike ballot on July 30. Numsa national organiser Alistair Smith said a decision on strike action would be taken shortly after August 10, the last day of the ballot.

213 Handicap

The four-week old wage dispute between the National Wine and Spirit Allied Workers' Union (Nuwsaw) and the SA Wine and Spirit Industry Employers' Association showed no signs of ending at the weekend.

Industry spokesman Riaan Kruger said that while the strike involving 3 800 workers at 83 depots was a handicap, employers made use of casual workers.

Nuwsaw president November Nkosi said that no meetings had been scheduled with the industry.

The strike began on July 11 after the industry failed to raise its R33 across-the-board wage increase offer to the union's demand for R40.

Meanwhile, the SA Commercial Catering and Allied Workers Union (Saccawu) and Southern Sun/Holiday Inn management wage dispute remained unresolved after five weeks of mediation.

Saccawu national organiser Jeremy Daphne said the union negotiated with management last Friday.

"A settlement now seems likely but we are not prepared to comment on what agreements have been reached," he said.

CAPT TWIN 10/8/90 (213)

4 die in Welkom violence

WELKOM — Three men have been killed, 17 injured and 35 arrested in rioting which erupted on Wednesday night at the President Steyn Gold Mine near here, while the body of a miner was found underground at the mine's number 4 shaft yesterday afternoon

The cause of death is not yet known

Anglo-American Corporation said in a statement that a full investi-

gation by the SA Police and Inspector of Mines was under way

The police liaison officer for the northern Free State, Major Johan Fouche, said a group of about 20 men began toyi-toyi dancing at the mine's number four shaft about 10pm on Wednesday.

The group grew to about 400 and set fire to a mine administrative building, a beerhall and

living quarters

Mine security fired birdshot and rubber bullets and the police were called to control the riot, which they did by about 11pm.

Both the night and day shifts reported for duty yesterday

The statement expressed management's regret at the death and injury to employees and deplored continued acts of violence. — Sapa

Three die in mine ⁽²¹³⁾ violence

THREE people died and police were called in during violence at President Steyn Mine on Wednesday night, mine owner Anglo American said yesterday.

It said in a statement the violence involved attacks by a small group of hostel residents on company personnel and premises ^{South Africa}

Threat ^{101 8120}

Three employees died and 18 were injured in action taken to "restore order and prevent further threat to personnel involved"

Thirty-five employees have been arrested

The group of residents set fire to the hostel administration block and liquor tavern. The tavern was also looted," it said

- Sapa

213
247

Welkom mine shaft 'should be open by today'

THEO RAWANA
and MATTHEW CURTIN

PRESIDENT Steyn, Mine's No 4 Shaft, near Welkom, was expected to re-open last night after Friday's meeting between management, trade union representatives and associations affected by last week's violence at the mine.

The opening depended on employees signing a declaration committing all parties to uphold discipline and good order on the mine, Anglo public affairs manager Adrian du Plessis said yesterday. He hoped this would be done by last night.

He said all parties condemned the violence on Wednesday and Thursday and agreed to take steps to prevent people from taking part in violence and intimidation.

Anglo closed the No 4 shaft on Friday "in the interests of the safety of employees" under provisions of the Mines and Works Act after four mine workers died in violent incidents.

The parties met to discuss under what circumstances work could resume on the shaft.

The shaft produces 40% of the President Steyn mine's gold output at the corporation's Free State Consolidated Gold Mines complex.

The decision to shut the shaft followed the deaths of three black mine workers in the No 4 shaft hostel (on Wednesday police and mine security clashed with workers) and of a white miner, N J Jordaan, found underground on Thursday. The NUM said mine security and police fired on mine workers without warning, while Anglo and police reports said security forces defended themselves against mine workers who attacked with petrol bombs and pangas.

Du Plessis said it would be "conjecture" to link Jordaan's death to the earlier incident.

Mine security was monitoring the situation closely and the mine was quiet on Friday, he said.

Welkom police liaison officer Maj Johann Fouche said police detained 10 black mine workers for questioning. It was not clear whether Jordaan's death — from head injuries — was an accident.

An investigation by police and the Inspector of Mines would continue.

13/18/90
B/Daw

Anglo closes shaft after mine violence

Sowetan 13/8/90

~~2014~~
213

ANGLO American has closed the Number Four Shaft at the President Steyn gold mine following the death of four mineworkers in violence at the mine last week

Mr NJ Jordaan (42), was found dead underground on Thursday while three more mine employees were killed in violence at the mine hostel on Wednesday night

Spokesman for the Anglo American Corporation Mr Adrian du Plessis said the decision to close the shaft until further notice had been taken to ensure the safety of all mine employees

Suspect

He said police had detained a suspect in connection with the death of Jordaan and were questioning witnesses

He said management extended its sympathies to the family and friends of of the dead and deplored the continuing

incidents of violence

"Every endeavour will be made to reach arrangements with employees

and their representatives that will bring threats and the use of violence to an end," he said - *Sapa*

News in Brief

App Times 14/8/40 (213)

Miners on murder charge

WELKOM — Ten mineworkers employed at the President Steyn gold mine yesterday appeared in the Welkom Magistrate's Court on a provisional charge of murder. This follows the death of Mr Nicolaas Jordaan. The case was postponed pending further investigation.



NATIONAL

Peace deal, but Welkom remains tense

The Argus Correspondent

JOHANNESBURG. — Welkom remained tense today — in spite of a peace deal at the President Steyn gold mine — as the Conservative Party called for party members to form country-wide self-defence organisations and for white miners to carry arms underground. A threat was made that the CP would resort to violence if one white person died when black miners staged a march through the streets of Welkom in the heart of the Goldfields on Saturday.

White mineworkers returned to work for last night's shift on the Number 4 shaft at the mine, according to a spokesman for Anglo American, Mr Adrian du Plessis.

The situation in the town is expected to be high on the agenda when the CP takes an in-depth look at political events at its two-day annual Free State conference which begins in Bloemfontein today.

CP MP for Overvaal Mr Koos van der Merwe was addressing a stormy right wing meeting in the town last night when he said the party might soon call on party members to

stop protest marches by violent means should the lives of whites be threatened

This threatening tone at the meeting last night caused high anxiety in spite of the agreement reached last night between white miners' unions and management at the mine.

The meeting was attended by several right wing groups.

Conservative MP Artie Pajus, dubbed the future minister of law and order by the 350-strong crowd, said white miners should demand that the Chamber of Mines guarantee their lives before they went underground

He said any militant black union members "should be sent back to their country of origin".

He also called on white miners to arm themselves before they went underground

Mr du Plessis said today: "We totally reject this call. It is irresponsible and an agreement needs to be worked out which satisfies everyone."

The call to arms came in the wake of a white miner found killed underground last week.

Police said 10 people had appeared in court in connection with the death of white miner Nico Jordaan whose battered body was found underground.

Earlier yesterday white miners at the mine refused to sign a truce undertaking drawn up by management and countersigned by black miners.

Mr Van der Merwe warned that the proposed march by 5 000 black protesters through the town on Saturday was an invitation to bloodshed.

"If one white person dies it will be on the government's conscience. We will mobilise our people and stop them with violence."

He called for a motion from the crowd for Welkom's National Party city council to resign.

White miners seek Anglo assurances

6/10/90 14/8/90
ANGLO American's President Steyn gold mine's Number 4 shaft was "not fully operational" yesterday as management and representatives of the white Council of Mining Unions (CMU) were locked in talks, public affairs GM Adrian du Plessis said.

He said, while black mine workers had reported for work on Sunday, the CMU wanted management's assurances for their members' personal safety before they would return to work. (21) (213)

He said the meeting looked set to continue until the start of the night shift. After a meeting between management and National Union of Mineworkers (NUM) representatives on Friday, black miners signed a written declaration not to partici-

MATTHEW CURTIN

pate in or encourage violence and not to take part in certain actions likely to compromise discipline and good order at the workplace. Management undertook to launch a commission of inquiry into last week's incidents, Du Plessis said.

Three black miners died in a confrontation with police and mine security last week. A white miner N J Jordaan, was found dead underground the next day.

Sapa reports that 10 men appeared in the Welkom Magistrate's Court yesterday in connection with Jordaan's murder. The case was postponed pending further investigation.



Death toll in Welkom mine violence rises to four

The Argus Correspondent

JOHANNESBURG. — The death toll at Welkom's President Steyn mine, where violence lasting over six hours, broke out on Wednesday, rose to four after a miner's body was found underground

And late last night there was an unconfirmed report of one more man dead

Three miners were dead on arrival at the Ernest Oppenheimer Hospital on Wednesday after several skirmishes between toyi-toying mineworkers and mine security following a mineworkers' meeting at Number 4 shaft in the afternoon.

Figures disputed

Anglo American estimated 18 people were injured in the clashes, but the National Union of Mineworkers disputed this, saying more than 20 were hurt

Conflicting versions of the incident have been given, with the union accusing the police of opening fire on an "unarmed crowd of peaceful protesters"

Anglo American has stated that members of mine security and the police were attacked with petrol bombs and dangerous weapons

Police reported that the conflict began when a group of 18 mineworkers, which later swelled to about 400, gathered at a hostel where they were toyi-toying while carrying an SACP flag

The mine security used rubber bullets and birdshot to disperse the crowd, said Lieutenant Peter Brandt. When these attempts failed, they called in the police about 10.30 am

He said on arrival the police were attacked with stones and pangas and retaliated with buckshot

Fired buckshot

Police fired buckshot into the crowd after they had surrounded and stabbed a mine security officer

Lieutenant Brandt last night confirmed the deaths of three men after the incident and said another body had been found underground yesterday

A post-mortem will be held to determine the cause of death, but Lieutenant Brandt said it appeared the man had been hit on the head with a blunt object

He said it was pure speculation to link the death to the rioting at the mine.

MINE DISPUTES

FIM 1718/90

No strike

The National Union of Mineworkers has accepted a revised Chamber of Mines wage offer to coal miners. This averts the threat of a national strike by 22 000 men at 22 collieries.

Last week union members lowered their

FIM 1718/90

demand for an average 20% across-the-board increase to 19%. The chamber increased its offer of increases between 14,5% and 17% to between 14,5% (the lowest in any category) and 30,8% (the highest in any category).

According to union spokesman Jerry Matladi, the chamber's offer, expressed as an average, came pretty close to the original 19% demand.

Two weeks ago the union got an overwhelming mandate in favour of strike action at collieries. It had accepted the chamber's offer for gold miners but declared a dispute with the collieries, arguing that coal mines had shown good profits and it was an opportunity to close the wage differentials between job categories and mining houses.

□ The union is conducting a strike ballot among its 12 000 members on diamond mines owned by De Beers. Last week, the company announced that conciliation board talks over wages and conditions of employment had broken down. The dispute hinges on the NUM's demand for a 22,5% increase on the current R635 minimum wage, with the company offering between 15% at the top and 16% at the bottom.

The union's assistant general secretary, Marcel Golding, said other demands include a commitment from the company to negotiate a job grading programme.

Strike ballots are being conducted at several diamond mines, including Premier, Koffiefontein, Namaqualand, Geology, Finsch and Kimberley. ■

APR 11 1970
213
Miners return to work

JOHANNESBURG — More than 4 000 striking miners at Johannesburg Consolidated Investment's Western Areas Gold Mining Company returned to work yesterday morning after management agreed temporarily to halt its retrenchment of workers

LABOUR F/M 24/8/90

Dark fears (213) ~~(213)~~

The violence-torn Number Four shaft at Anglo American's President Steyn gold mine near Welkom is working again. Management asked the 6 500 workers at the mine — from the white Council of Mining Unions (CMU) and the National Union of Mineworkers (NUM) — to sign a peace declaration, committing all employees to "uphold good order and discipline on the shaft." Both groups agreed to sign after talks with management, says Anglo's Adrian du Plessis.

The shaft was closed two weeks ago under safety provisions in the Mines & Works Act, after the death of three black miners in clashes with police and mine security and the death of a white miner underground. Ac-

(213)
According to Du Plessis, the underlying causes of the violence are not clear. Part of the signed declaration is an agreement to set up a joint commission of inquiry to look into the causes. F/M 24/8/90

The NUM denies allegations that miners had attacked mine security and the police, claiming police fired on unarmed protesters after a meeting to discuss grievances about racial discrimination on the mine.

Last Friday, some members of the craft unions of the CMU failed to sign up for work at the Number Two and Four shafts because of concern over personal safety. This happened despite the signing of the declaration and assurances given by management to bring threats and the use of violence to an end, says Du Plessis.

□ The six-week wine industry strike looks set to continue after the National Union of Wine, Spirits & Allied Workers rejected a revised employer wage offer in talks last week.

The Wine & Spirit Industry Employers' Association, representing six strike-hit companies, offered scaled increases of between R33 and R40 for different grades, in place of its original offer of R33 across-the-board. The union rejected the offer, which it says is an attempt to divide workers. It repeated its demand for a R40 across-the-board increase for all grades.

According to Riaan Kruger, spokesman for the employers, an estimated 2 300 workers in the western Cape, southern Cape and Natal had accepted the revised employer offer. Another 1 400 agreed to the initial offer of R33 across-the-board, tabled at the beginning of July. However, the deadlock continues in the Transvaal, Free State and eastern Cape where some 2 100 workers have not resumed work, he said.

The strike initially spread to 83 plants and depots owned by Stellenbosch Farmers' Winery, Gilbeys, Distillers, Union Wine,

FINANCIAL MAIL AUGUST 24 1990

F/M 24/8/90
Douglas Green and Henry, Taylor and Ries.
Talks are expected to continue this week (213) ~~(213)~~

2 000 strikers face dismissal

~~3/17~~ MATTHEW CURTIN (2/3)

STRIKING workers at Sasol's Sigma colliery have been given until Thursday to return to work or face dismissal, SA Chemical Workers' Union (Sacwu) general secretary Humphrey Ndaba said yesterday. *By 11/9/90*

About 2 000 Sacwu members have been on strike for 13 days over pay and conditions at the colliery, which supplies coal for the Sasol 1 chemical plant.

Sasol spokesman Jan Krynauw said the situation at Sigma was intolerable and the company would have to employ new people if strikers did not accept management's "improved" wage offer by 2pm on Thursday.

Sacwu is demanding a R400 a month increase and a minimum wage of R1 050 in line with labourers' wages at Sasol 1. Sasol's offer stands at minimum wage increases of between 20% and 23%.

MINE STRIKES

THE GAP CLOSSES

FIM 1419190

213

The threat of a wage strike by about 11 000 diamond miners has been averted following an agreement reached between the National Union of Mineworkers (NUM) and De Beers Consolidated Mines over wages and conditions of employment for 1990

In terms of the agreement, the company is offering wage increases of between 16% at the top and 17% at the bottom, raising the current minimum to R765 a month (previously R653) NUM had originally wanted a 22,5% increase on the R635 minimum wage against the company's offer of 15% at the top and 16% at the bottom

Other improvements relate to shift, field

FIM 1419190

213

work and other allowances, the company says

According to De Beers spokesman Andrew Lamont, both parties still plan to negotiate on job grading procedures though this was not in the ambit of the agreement

Following the failure of a conciliation board to resolve the dispute, the union recently conducted a strike ballot at five De Beers diamond mines — indicating an average 90% vote in favour of industrial action, according to NUM assistant general secretary Marcel Golding. Mines balloted include De Beers Premier, Koffiefontein, Namaqualand, Ginsch, Kimberley and its geology section

Sasol fires striking workers

SASOL dismissed 2 000 striking workers from its Sigma colliery, company spokesman Jan Krynauw said yesterday.

Krynauw said the workers — members of the SA Chemical Workers' Union (Sacwu) who have been on strike over wages for two weeks — yesterday failed to respond to management's return-to-work deadline.

The union was told on Monday that its members had to end their industrial action by 2pm yesterday.

Krynauw said production at the colliery was seriously affected. However, Sasol 1 — which receives its coal from Sigma — has not been hit by the strike.

Dismissed workers had one week to reapply for employment. Sasol would re-

MATTHEW CURTIN

ruit new workers if this deadline was not met. 810M 1419190

Union officials said on Monday they believed the coal stockpile at Sigma was running low but said they would continue their strike for a 300% wage increase.

The company has offered wage increases of between 20% and 23%.

The union was not available for comment yesterday.

Sasol had an industrial court declaration that their dismissal of 1 000 strikers in October 1987 was an unfair labour practice overturned in June this year. The union is applying to the Bloemfontein Supreme Court for the right to appeal.

Xhosas to leave colliery

Own Correspondent

DURBAN. — Political tension spilled over last week between Zulu- and Xhosa-speaking miners at Iscor's Durnacolli Colliery, near Dannhauser in Northern Natal, resulting in more than 3 000 workers from Ciskei and Transkei preparing to leave the premises yesterday.

According to hostel resident Mr Gerald Mkhize, the situation has been developing for over a month between Zulu and Xhosa mineworkers living in the hostel at the colliery

Iscor's public relations manager, Mr Pieter du Plessis, said yesterday that representatives of the National Union of Mineworkers and the Ciskei, Transkei and KwaZulu governments were having discussions with the miners in an attempt to defuse the tense situation

CAT
Trans

18/9/90

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213

1,000 Natal
miners
quit after
violence

Own Correspondent

EAST LONDON — More than 1000 Ciskei and Transkei mineworkers have resigned from a colliery in Northern Natal, where simmering tension between them and local employees resulted in one death and several injuries on Monday night

Transkei's military ruler, Major-General Bantu Holomisa, last night called on President F W de Klerk to safeguard the workers' jobs to enable them to return once the situation had "cooled down".

No further details were available from the company or Newcastle police

It has been claimed that Xhosa workers at the Iscor-owned colliery were threatened by workers from KwaZulu

Strikes in the offing at platinum mines 213

■ Close to 15 000 workers are gearing up for strike votes at Johannesburg Consolidated Investments' Rustenburg and Lebowa platinum mines, following deadlock in wage talks between the company and the National Union of Mine-workers. W/Man 25/9-4/10/90

NUM organiser Titi Mtenjani said ballots were likely this week involving 12 000 workers at the Rustenburg and Amandelbult sections of Rusplats and 1 500 workers at Leplats.

The company has offered between 15 and 17 percent, bringing the minimum for grade 2 surface workers to R503 a month. The increase, "well in excess" of the Chamber of Mines settlement, had been accepted by Nactu's Federated Mining Union, it said.

In the same category, the NUM has dropped its initial claim of R659 to R513.

JCI said that at conciliation board talks on August 30, the NUM had rejected its offer to backdate wages to July 1, with a R10 rise in the living allowance, or to give miners a once-off R100 settlement bonus payable on September 30.

Ethnic war threat at mine

By MARION DUNCAN

THREE governments are trying to defuse ethnic tension at a coal mine that has forced more than 1 000 Xhosas to flee to Ciskei and Transkei

Iscor-owned Durnacol (Durban Navigation Colliery) near Dannhauser in Natal has for the past month been the scene of an explosive confrontation between Xhosa and Zulu workers

So tense is the stand-off that police and army reinforcements have been sent to the mine from Maritzburg, Durban and Vryheid

Earlier this month rubber bullets had to be used to stop nearly 2 000 Zulus attacking 1 300 Xhosas

Police spokesman Colonel Dirk Schoeman said "The situation is a time bomb

"Already people have died — four men on the mine and one in the nearby township of Sibongile, where feelings have spilled over

"Up to now the Zulus there have lived quite happily with Xhosas and Sothos. Now they're demanding their removal — or else"

Trouble began at Durnacol last month when the Zulus

accused the Xhosas of insulting their leaders Dr. Mangosuthu Buthelez and King Goodwill Zwelethini

On September 16, police rushed to the mine to stop a crowd of Zulus attacking the Xhosa hostel

Two days later, the 1 345 Xhosas at the mine were bused to their homes in the Ciskei and the Transkei while the mine management called in representatives from their homeland governments, as well as KwaZulu, to negotiate a truce

Two weeks later the workers were back at the colliery

S. Times 7/10/90

(213)

SOWETAN Wednesday October 17 1990

10 die, 52 injured in colliery tribal fight

TEN people were killed and 52 injured when a fight between Zulus and Xhosas broke out at Hlobane Colliery in Natal on Monday night.

The colliery was yesterday closed down temporarily as a number

By PHANGISILE MTSHALI

of Xhosa-speaking people, mostly from Transkei, resigned in fear for their lives.

Thirty-two people were taken to Vryheid Hospital while another 20

were treated at the mine hospital.

The faction fighting similar to the one that rocked the Reef two months ago, broke out about 11pm, the public relations officer for Natal police, Lieutenant Bala

Sowetan 17/10/90

Naidoo, said. "Two cars were set alight and a house was gutted by fire during the fighting," he said. "Among the injured was a three-year-old child and a woman. Twelve of the injured people taken

to Vryheid Hospital were critical. Most of the victims had been stabbed while others were clobbered with knobkerries."

A group of Xhosas speaking miners were taken to Hlobane Police Station for their safety."

213

he said. The two factions were yesterday locked in peace negotiations with the management of the colliery.

A statement from Iscor said about 100 people sought refuge at the

nearby police station.

"The remaining 2 600 employees are on the mine and production has temporarily been halted until differences between the groups have been resolved," the statement said.

Faction deaths: Mine peace talks underway

CALL 71-28 17/10/90
213

DURBAN — Negotiations are still underway between management and Zulu and Xhosa workers at Iscor's Hlobane coal mine near Vryheid in Northern Natal following Monday night's clash which left 10 dead and 52 injured

Representatives from the Ciskei and Transkei consulates are also taking part in the talks at the mine, where operations have ground to a halt and the atmosphere is reported to be tense

All the Xhosa miners have opted to return to Transkei. Police said about 500 Xhosa workers would leave Hlobane in buses as soon as they had collected their salaries

The violence is the latest outbreak of faction fighting in the strife-torn area. Last month more than 1500 Xhosa workers at the Durnacol col-

liery near Newcastle were sent home to the Transkei and Ciskei after fighting erupted

Meanwhile the National Union of Mineworkers (NUM) has blamed Inkatha supporters for the killing

The union said in a statement yesterday that trouble at the colliery started on Sunday when a large group of Inkatha supporters was bussed to the mine under the pretext of coming for traditional dancing

● Top-ranking officials from the ANC and Inkatha decided at a meeting of senior officials this week to make a "first stop" visit to the bloody Ndwedwe region in an attempt to bring warring supporters of the two organisations together to form a "lasting peace". — Own Correspondent, Sapa and UPI

Faction deaths: Mine peace talks underway

CALL TIME 17/10/90
213

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10 die, scores hurt in colliery fighting

Bloom 17/10/90

213

AT LEAST 10 people died and 52 others, including a three-year-old child, were injured in what police said was a tribal faction fight at Iscor's Hlobane Colliery near Vryheid in Natal on Monday night.

LINDEN BIRNS
and MATHEW CURTIN

Yesterday afternoon police were still trying to piece together a clear picture of what had happened at the coal mine

Residential buildings and vehicles in the mine compound were damaged, some totally gutted. Iscor spokesman Piet du Plessis said all the casualties were Xhosas but declined to blame any party for the violence.

Police liaison officer Lt Bala Naidoo would only say groups of Xhosas and Zulus had clashed and so far no evidence of political motivation had been uncovered

Police said that in the early hours of yesterday morning they discovered 10 bodies, while 49 people were admitted to the Vryheid and mine hospitals with stab and hack wounds. Mine management said 52 people were injured, 10 of whom were in critical condition

ment on the violence today

Majatladi said the trouble began on Sunday night when a group of Zulus was bussed to the mine ostensibly to perform traditional tribal dances.

The attacks on all eight mineworkers' hostels took place late on Monday night

Police could not yet determine the weapons used "As yet we have made no arrests," Naidoo said yesterday.

Mining operations at the colliery, where about 3 000 black people are employed, ground to a halt yesterday as mine officials met both factions in an attempt to hammer out a peace settlement. Production is expected to resume today.

A statement released by mine officials said in the interests of safety a group of about 400 people had been moved to nearby Draaifontein police station

"The remaining 2 600 employees are on the mine and production has temporarily been halted"

About two weeks ago, about 1 000 Durnacol quarry Xhosa employees were returned to Transkei at their own request after faction clashes with Zulus

In a statement released to Sapa yesterday afternoon, SAP public affairs head Lt-Gen Herman Stadler said the clash was a continuation of a dangerous conflict which had flared at Dundee's Duncoal mine on September 9 and October 10 which police had managed to normalise

Sapa reports that all the Xhosa miners at Hlobane colliery had opted to return to Transkei in the wake of Monday night's clashes

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Collusion

National Union of Mineworkers (NUM) spokesman Jerry Majatladi said a high-powered NUM delegation led by president James Motlatsi met Transkei leader Gen Bantu Holomisa yesterday and would meet a Ciskei government delegation today in a bid to resolve the conflict.

He alleged Iscor management was guilty of collusion with Inkatha supporters after the NUM had successfully organised strikes at Iscor mines

The NUM's national executive committee would make a full state-

Minister agrees to charge

213
APL Trib. 12/15/70

400 miners bused home after violence

DURBAN — About 400 Xhosa mineworkers from the Hlobane mine at Vryheid in northern Natal, where 10 people were killed in fighting on Sunday, were bused back to Transkei and Ciskei on Tuesday.

Of the 40 people injured on Sunday, 17 are still in hospital.

Trouble has spilled over to two other mines, the Coronation mine at Vryheid and the Longridge mine at Paulpietersburg. Police action prevented any serious incidents.

A man was arrested after police carried out a search at Hlobane. About 30 detonators and 18 petrol bombs were seized.

Talks are underway at the Coronation mine — Sapa

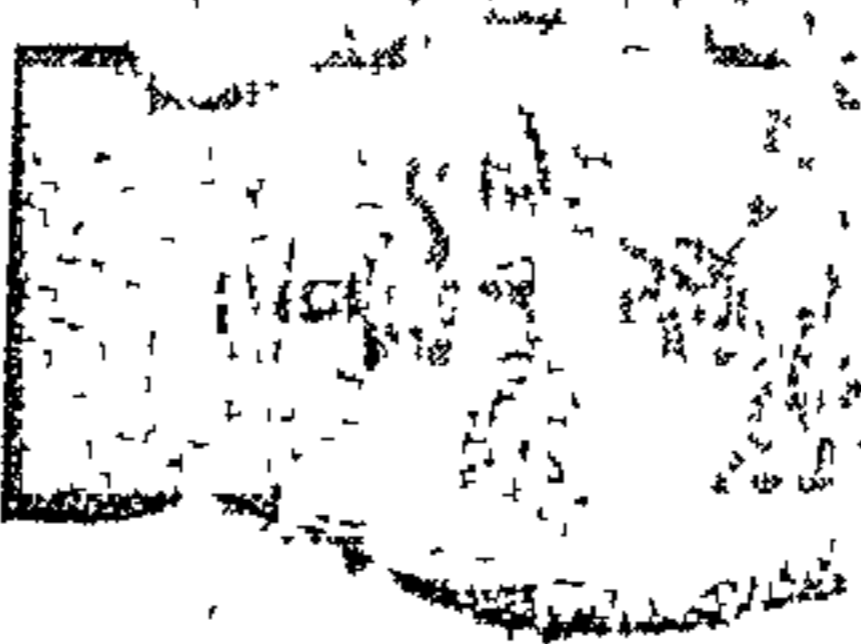
Man flees home as youths wreak terror

By MATSHUBE MFOLOE and MATHATHA TSEDU

A PROMINENT businessman of Ga-Makata Village in Lebowa has fled his home and family in fear for his life.

Mr Josiah Chuene (49) has sought refuge at his brother's home in Soweto while his family of eight is scattered with friends and relatives in the village.

He said his family life was wrecked by members of the Makata Youth Congress, who have allegedly threatened him with death for unknown reasons.



JOSIAH CHUENE

Chuene said the youths, calling themselves "comrades", had harassed his family since June, forced him to close his businesses and surrounded his house at midnight.

A police spokesman, Lieutenant ML Tlomat-

sana said Chuene should lay charges at the Mankweng police station so that police could investigate the matter.

He said police knew that Chuene had problems but could not investigate because no formal charges had been laid.

Police confirmed that damage estimated at about R3 000 was caused to Chuene's shop this week.

The matter became worse last Saturday when Mayco members besieged his house and assaulted his family. He said the group warned they had come to kill him and said they would be back.

3 400 miners on strike

ABOUT 3 400 members of the National Union of Mineworkers went on strike at three Iscor mines this week after wage negotiations deadlocked, Iscor spokesman Mr Piet du Plessis said yesterday.

The NUM put the number of strikers at more than 5 000. Du Plessis said contingency plans had been made and the action at this stage did not affect iron ore and coal supplies from the Thabazimbi, Sisheng and Grootgeluk mines.

Union spokesman Mr Jerry Magatladi said the strikers were demanding a minimum monthly wage of R630, excluding the shift allowance. Management had offered R560

Iscor production is hard hit by strikes at mines and colliery 213

MATTHEW CURTIN

IRON ore at Iscor's Thabazimbi and Sishen mines and coal production at Grootgeluk colliery in Natal was being severely affected by the 3500-strong strike, Iscor PR director Piet du Plessis said yesterday

He gave no more details but said Iscor and the National Union of Mineworkers (NUM) were still to schedule meetings to break the deadlock in wage negotiations

Iscor's wage offer was well in line with the Chamber of Mines, whose collective bargaining agreements Iscor was not party to, and metal industry pay awards this year

NUM Press officer Jerry Maja-

tladi yesterday said the union had rejected an Iscor offer of a minimum monthly wage of R560 up from the present rate of R439.

The NUM demand was for a R630 minimum monthly wage.

Underground mine workers on the chamber's gold mines won a pay award taking minimum monthly rates to R532.

Majatladi said other NUM demands included full-time shop steward status, June 16 and March 21 as paid holidays, and a 20% shift allowance

19/10/90
S/10/90

The coalfields of Natal burn with ethnic conflict

NUM 17/10 - 25/10/90

213

By DREW FORREST

ETHNIC violence in the northern Natal coalfields is spreading like wildfire, amid National Union of Mineworkers allegations of a concerted attempt by Inkatha, employers and the police to drive it from the area.

Sources said the conflict, which has resulted in 11 deaths at two Iscor mines, had its roots in sudden rumours six weeks ago that Zulu leaders and royalty had been insulted. NUM suggests these were spread in order to fan division.

The union is to seek meetings with Law and Order Minister Adriaan Vlok, the kwaZulu government and the Chamber of Mines. It has already met Ciskei and Transkei leaders.

NUM also sees a link between the clashes and this week's pay strike by 5 000 workers at Iscor's Sishen, Tabazimbi and Groote Geluk mines.

Anglo American confirmed that following requests from workers fearing for their safety, 300 Xhosa workers at the Vryheid Coronation mine had been moved into alternative accommodation.

Sapa reports that police prevented a bloody confrontation between Xhosa

and Zulu miners at Longridge colliery near Paulpietersburg. The Xhosas had asked to return to their homes in Transkei and Ciskei and were being paid off.

On Monday 10 Xhosa workers were killed and more than 50 hurt at Hlobane mine in an attack, allegedly by Inkatha supporters, on hostels and married quarters. This followed clashes at Durban Navigation Colliery, which resulted in 1 500 Xhosa miners being sent home for an eight-week cooling-off period.

On Wednesday, NUM and Iscor agreed to set up a judicial commission of inquiry to probe the violence. They also agreed that workers be disarmed, that instigators of violence be disciplined and removed from mine property and that all miners forced to go home be gradually re-employed.

The union said police had stood by during the Hlobane raid. At Durnacoll, it accused Iscor of failing to disarm Inkatha supporters and ignoring warnings of impending attacks.

Iskor's Piet du Plessis denied the union's charges. He said this was not in Iskor's interests as production at Hlobane and Durnacoll had been hard hit.

Sowetan
19/11/95
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Workers flee troubled mine

H A R R O W I N G stories were told yesterday by some of the Xhosa coal miners who fled from Iscor's Hlobane Colliery near Vryheid after a night of bloodshed and terror on Monday.

Police and mine officials are still investigating the cause of the Zulu-Xhosa flare-up, which left at least 10 people dead and about 50 injured. A large majority of the casualties are reported to be Xhosa.

About 350 other Xhosa and Pondo employed at the mine left their jobs and set off last night for their homes in the Transkei and Ciskei.

Prospects of employment back home are bleak, but several said they dared not stay on in their jobs at the colliery. The mine management had told them their safety could not be guaranteed.

One of the

FOCUS

"refugees," Mr Joseph Mgqukuza of the Transkei said that he fled from his home with his wife and two of his children in his bakkie on Monday night and was forced to drive straight at a crowd of hundreds of threatening people and force a way through them.

He said he and his family had been asleep in the mine married quarters when he was awakened by a lot of noise. He peeped out of a window and saw a mob of people approaching, armed with various weapons, including assegais, axes, pangas and sticks.

They were shouting Zulu "war slogans".

"As I drove off, the crowd were only metres away and they shouted to me to stop. Then I saw hundreds of people stand-



ing in the road in front of me. They wanted to kill us. I had no alternative but to drive through them, so I put my foot flat and drove straight at them. I got through, but they hurled stones and smashed my windscreen and caused other damage to the vehicle.

On Tuesday he reported the incident at the Draaifontein police station near Hlobane and he and his family slept

that night outside the police station, together with the hundreds of other Xhosa mineworkers.

He said he was going back to his home in the Transkei, but he had no job to go to and was very worried about how he would be able to support himself and his family.

Mgqukuza said he believed the trouble had spread from a Dannhauser mine, where Xhosas had had to leave. Some Dannhauser workers had come to Hlobane on Sunday when a sports meeting took place.

Another man lucky to survive was Mr Michael Maphaphu (22) of Grahamstown, who said he was asleep in one of the mine hostels when he was awakened by a lot of people shouting and singing.

A crowd at a gate attacked him with pieces of iron, bush knives and assegais on the head, face, body and a finger.

"Someone shouted that I was dead and they left me lying there."

When it was safe, he got up and went to the security people, who took him to hospital.

Mr Chris van Zyl, head of security at Hlobane Colliery said the company had tried to persuade the Xhosa and Pondo workers to stay. There were about 400 of them out of a total black work force of 2 990.

He said the different tribal groups were completely mixed in the hostels, where the dead and injured were found. The bloodshed took place in a very short period and was over by the time he got there.

He said the Xhosa employees who had resigned could come back at any time to apply for vacancies - but the company had begun recruiting men to take their place. - Sowetan Correspondent

TANIA LEVY

Investigation into violence at colliery

REPRESENTATIVES of the SA, Transkei, Ciskei and KwaZulu governments will form a committee to investigate the recent violence at Natal mines which left at least 10 dead last week

Foreign Minister Pik Botha chaired a meeting on Friday of ministerial delegations of the four governments and senior management of Iscor, which owns the Duracoll and Hlobane mines

A joint statement said the delegations explored ways to prevent a recurrence of the violence and allow workers to return safely to the mines

Following last Monday's clashes, about 400 mineworkers were sent back to Trans-

kei and Ciskei for their own safety. Iscor PRO Piet du Plessis said at the weekend

In the next fortnight, the committee established at Friday's meeting will identify problems and recommend remedial action after meeting with workers and management at the mines

NUM assistant general secretary Marcel Golding said the union welcomed any measure to resolve the problems but he could not comment further.

Golding said Iscor had agreed to guarantee the jobs of mineworkers sent home

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Probe into killings

Sowetan
23/10/90
A DELEGATION of government representatives from South Africa, Transkei, Ciskei and KwaZulu will be formed to investigate the killings of 10 miners and the injury to 50 at Natal mines.

Hundreds of miners at Hlobane Colliery, near Vryheid, quit after last week's fighting.

A spokesman said the situation at Hlobane and Durnacol was calm yesterday.

(213)
The delegates will visit the mines within the next two weeks to identify the problems and recommend solutions.

Sapa

6 000 on strike

Sowetan 24/10/90

at mines

213

AT LEAST 6 000 National Union of Mineworkers members are on strike at Iscor and Gencor Mines in support of wage demands and decent working conditions, Mr. Jerry Majatladi, spokesman for the union, said this week.

About 1 300 Gencor-owned Matla Colliery workers at Witbank went on strike on Monday in support of the demand that mine management should abandon the policy segregating facilities at the mine.

Majatladi said workers at Gencor also demanded that management should

By DON SEOKANE

withdraw disciplinary charges against 30 workers who embarked on a defiance campaign to force managements to drop apartheid on mines last year by using facilities reserved for whites

A further 500 workers at the mine's shaft 1 are expected to join the strike today, said Majatladi.

He said wage negotiations between Iscor and NUM reached a deadlock

in August. Minimum wage at Iscor currently is R439 a month and NUM has demanded a minimum monthly wage of R630, excluding overtime and shift allowance.

Majatladi said the union has presented management with following demands:

* June 16 and March

21 be declared paid holidays,

* 20 percent shift allowance,

* Job and income security, and,

* Full-time shop stewards status

The strike at Iscor's Thabazimbi, Sisheng and Grootgeluk collieries has affected 5 100 mine workers.

MINE VIOLENCE FIM 26/10/90

COAL KILLING (213)

Ethnic violence has claimed the lives of at least 11 miners at two Iscor mines in the past month — but practical steps have been taken to prevent a repetition.

Last week, 10 miners were killed and 52 injured in attacks on Xhosa mineworkers' hostels at Iscor's Hlobane mine. A month before, clashes at Durnacol, near Dundee, left one worker dead and several injured. Iscor PRO Piet du Plessis says the problems at Durnacol have not yet been resolved.

The National Union of Mineworkers has claimed there is a co-ordinated effort by employers and the Zulu movement, Inkatha, to force the union off Iscor mines in the area. Du Plessis denies the allegation, stressing that such an effort would not be in the company's interest. Production at Hlobane and Durnacol has been significantly affected.

About 400 Xhosa workers were transported back to Transkei and Ciskei last week at their own request. Trouble spread to two other mines — Amcoal's Vryheid, Coronation and Longridge at Paulpietersburg — but there was no serious confrontation.

However, both management and union have acted positively. They have agreed that a judicial commission of inquiry should be set up, that all workers be disarmed; that perpetrators of violence be disciplined, and

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FIM 26/10/90 (213)

that mineworkers, forced to go home because of the violence, be re-employed.

Also, a committee with representatives of SA, the Transkei, Ciskei and KwaZulu will be formed to investigate the violence at Natal mines.

□ Some 5 000 workers at three other mines owned by Iscor have begun a strike in support of pay demands and better working conditions. Mines affected: Sishen, Thabazimbi and Grootegeluk. ■

Probe into coalfields violence

■ A committee comprising government representatives of South Africa, Transkei, Ciskei and kwaZulu will be formed to probe the recent ethnic violence at Natal collieries in which 11 Xhosa workers died.

2610-11190 (213)
Last Friday, Foreign Minister Pik Botha chaired a meeting of the four governments and Iscor, which owns the strife-hit Hlobane and Durnacoll mines.

Miners hold one-day strike

■ About 1 300 workers at the Matla colliery in Witbank staged a one-day strike this week as part of the National Union of Mineworkers' defiance campaign against alleged racial discrimination on the mines.

Reports from Sapa

CNA TALK 29/10/90 (213)

8 killed in gold mine tribal clash

Own Correspondent

JOHANNESBURG — Eight people died and up to 37 were injured, one critically, in faction fighting at the Harmony gold mine near Virginia at the weekend

Rand Mines said yesterday that the fighting broke out at the mine's Virginia Number Two hostel at 6pm on Saturday and continued sporadically until Sunday morning

It is believed the fighting was between Sotho and Xhosa factions and was sparked by a disagreement over a mine shop being closed earlier than usual

It could not be confirmed yesterday whether the violence had spread to other hostels

Mine security staff tried to end the fighting and SAP members were not involved, a police spokesman said.

He said 27 miners were injured — 10 less than reported by the mine

Rand Mines said it had set up a formal inquiry into the incident

The names of the dead would not be released until their next-of-kin had been notified

In July a personnel manager at Harmony was killed when he was attacked by miners

● In Natal a gunman shot and killed a black Methodist minister while he was leaving his church, police said. An officer blamed the shooting of the 48-year-old cleric, in Clermont township, Durban, on Saturday, on "politically motivated" violence — UPI

8 KILLED IN CLASHES at Harmony mine

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It could not be confirmed yesterday whether the violence had spread to other hostels.

PETER DELMAR

Mine security staff tried to end the fighting and SAP members were not involved, police spokesman Maj Johan Fouche said yesterday. He said 27 mine workers were injured — 10 less than the number reported by Rand Mines. One was in a critical condition in hospital yesterday. (213)

Rand Mines said it had set up a formal inquiry into the incident.

In July a personnel manager at Harmony was killed when he was attacked by a group of mine workers.

26/01/92
Lmcd/S
8/10am

37 injured in Free State faction clash

8 killed

Sowetan 29/10/90 (213)

in mine

fighting

EIGHT miners were killed when fighting broke out between two factions at Virginia's Harmony Gold Mine in the Free State at the weekend, the mine announced yesterday.

A spokesman for the mine said at least 37 miners were injured in the fighting and have been admitted to hospital. One of them is in a critical condition.

Free State police liaison officer

SA PRESS ASSOCIATION

Major Johan Fouche yesterday confirmed the incident. He said according to a report police had received yesterday morning 27 miners were injured in the incident.

Quiet

He said the situation at the mine was quiet yesterday afternoon

Fouche could not say which ethnic groups were involved in the fighting, except that those killed or wounded were attacked with knives, pangas and knobkerries.

He said a detailed report would only be released today after investigations had been completed.

According to the mine spokesman, fighting erupted at the mine's Number 2 Hostel about 6pm on Saturday.

It continued sporadically until yesterday morning, despite attempts by mine security to establish peace between the rival factions.

The incident and its causes were being investigated by the mine management, the spokesman added.

The names of the dead would not be released until their next-of-kin had been notified, he said. - Sapa

Bid to defuse mine unrest

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THE National Union of Mineworkers (Num) is hopeful that two top level meetings last week will help to stem the violence which erupted at several Natal mines earlier this

month. Thousands of workers last week returned to the Ciskei and Transkei after outbursts of violence between Zulu and Xhosa speaking workers left 11 workers dead

Following a two-hour meeting last week, Num and Iscor agreed to establish a judicial commission of inquiry into the cause of the violence and to implement a process of re-employment of miners who left because of the threat to their safety

They agreed to basic working principles including a safe working environment, freedom of association and management's right to employ whoever it chooses. South 2/10-3/10/90

Disarm

Immediate steps being undertaken at the mines include disarming people carrying unauthorised weapons, strong disciplinary measures against people involved in violence and affirmative action by management to promote tolerance among workers

Meanwhile, a strike by about 5 000 workers at Iscor's Thabazimbi and Sisheng collieries and at Grootgeluk, which mines iron ore, is continuing.

The strike is in support of wage demands and working conditions.

Num is demanding a minimum monthly wage of R630 while Iscor is offering R560.

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Bid to defuse mine unrest

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Disarm 25/10-31/10/90

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Committee (NECC)
a full time national

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NUM claims bugging devices found at Iscor

213
MINEWORKERS on strike at Iscor's Grootgeluk colliery and Sishen iron ore mine claimed yesterday they had discovered bugging devices at places where union meetings were held.

National Union of Mineworkers (NUM) Press officer Jerry Majatladi said the discovery was consistent with a management campaign of "intimidation and harassment" at the three Iscor mines where strike action by between 3 700 and 5 100 NUM members over wages and conditions entered its third week yesterday.

Iscor and the union failed to reach agreement yesterday to end the dispute after the first round of mediation under the aegis of Independent

MATTHEW CURTIN

Mediation Services (Imssa).

Iscor public relations director Let du Plessis said yesterday the union had not approached the company over allegations that union meetings were bugged and said it was "not Iscor policy to use bugging devices".

He said the NUM had raised only matters of mutual interest and problems concerning the strike at a meeting between the two sides last week.

The strike was disrupting production at the Thabazimbi iron ore mine, but the majority of the workforce was at work at Sishen, which supplied ore for Iscor steel mills and overseas

customers. Contingency plans had ensured coal production was maintained at Grootgeluk.

The NUM's demand is for a minimum wage of R630 a month and improved shift allowances and company provident fund contributions. Iscor has offered R556 a month, up from the present rate of R439.

Meanwhile, the strike by Nampak workers to support demands for centralised bargaining, which was triggered by the discovery of bugging devices in boardrooms used by Paper Printing Wood and Allied Workers Union (Ppwawu) shop stewards, continued yesterday with no sign of a settlement.

9/10/10
3/10/10
3/10/10

Bring in the police - NUM

W/M and 2 11 - 8/11/90 (213)

By JO-ANNE COLLINGE

THE National Union of Mineworkers is demanding that members of the South African Police replace mine security staff at the Harmony mine near Virginia where nine workers were killed in clashes last weekend.

It is also pressing for the right to be present when post mortems are performed on the nine, to establish whether any deaths were caused by bullets of mine security.

And, suspecting a strategy of deliberate destabilisation, the union is insisting that a joint Rand Mines/NUM monitoring committee be set up to identify the instigators of the violence.

NUM representative Jerry Majatladi, rejecting the notion that the fatal conflict was a simple Sotho-Xhosa clash, included these demands in a list of measures that the union would put to Rand Mines management.

As *The Weekly Mail* went to press, Rand Mines spokesman Greg Kukard announced that a joint management/union investigating committee had been set up. "Until the committee has completed its work we would rather not comment further on the matter."

But he denied that mine security was responsible for the injuries and fatalities at Harmony.

Majatladi said that the NUM had information that the fighting at V2 hostel had been provoked by a gang of "Russians" — who were not employed on the mine but had ac-

cess to its property.

Earlier in the day, the "Russians" had marched on the mine concession store, which was being boycotted by the mineworkers because of the high prices charged, and had caused it to be opened so that they could purchase, said Majatladi.

"They were heavily armed and they marched on the store, saying they were going to break the boycott."

Although this created immense tension, the peace held till sunset when the "Russians" began their return march.

"On the way back from the concession store the 'Russians' came into direct contact with the NUM marshals who, after hearing that the 'Russians' were marching and were armed, started forming up to monitor the situation," he said.

The "Russians", alleged Majatladi, carried clubs and sticks. The marshals, who number about 1 000 on a mine which employs 25 000, were unarmed. "They used to carry AK-47 replicas, but these were banned after the killing of a white man at Harmony some time ago. Now the marshals' main weapon is their organisational formation," said Majatladi.

During this confrontation between "Russians" and marshals (together with other workers), mine security intervened and starting firing at the workers and marshals, Majatladi alleged. He added that it was not

clear whether live ammunition had been used in addition to rubber bullets, but post mortems would reveal this.

As a result the NUM had decided to demand SAP presence on the mine, as the police were seen as the more neutral force.

He pointed out that NUM had waged an 18-month battle for recognition at Harmony and had resorted to strike action to secure it. The union now had 19 000 paid-up members there, said Majatladi, but perceived the management as harshly anti-union.

Majatladi said that a week after the conflict workers were still living in fear for their lives. As many as 800 were refusing to go to work and demanding that they be sent home, either permanently or until the situation stabilised.

The NUM has responded to the situation by demanding

- That workers from V2 hostel be accommodated elsewhere on the mine if they so wish.

- That all non-mineworkers accommodated by Rand Mines in V2 hostel be expelled and that the squatter camp on mine property be cleared. It is alleged that the "Russians" comprise men in these categories.

- That nobody be sent home without consulting the union and that those wanting a month off be granted it without prejudice to their jobs

'Defiance campaign' focus shifts to E Tvl

W/Mon 2/11-8/11/90

THE storm centre of the National Union of Mineworkers' anti-segregation defiance campaign appears to be shifting from the Free State goldmines to the collieries of the Eastern Transvaal

Genmin reports that attempts by black workers to board buses used by white employees last week sparked "confrontation" at its Blinkpan colliery, near Hendrina. The NUM claims workers also staged a work stoppage.

This follows a brief strike at Genmin's Matla colliery by about 350 workers demanding the desegregation of facilities. The NUM says workers have also used defiance tactics at the group's Optimum colliery — a claim Genmin denies.

And a spokesman for Anglo American's Amcoal confirmed that in isolated cases, employees had "reacted to racial discrimination" on its Witbank collieries.

NUM press officer Jerry Majatladi said high levels of militancy in Witbank during the recent Chamber of Mines wage talks may have fuelled activism on the race issue. According to NUM regional organiser Strongman Mpanzana, the scrapping of the Separate Amenities Act is the immediate trigger.

At Blinkpan, worker protest appears to have borne fruit. A Genmin spokesman said that in talks with worker representatives, management had agreed to provide smaller, racially integrated buses for the transport of employees.

Stressing that it shared the NUM's concerns, Amcoal said it backed industry-level discussions aimed at identifying and removing discriminatory practices still in force.

The Chamber and the NUM recently agreed to create a special forum which would develop a "charter" banning racism, formulate procedures to deal with breaches and devise a programme to do away with discrimination.

The NUM's anti-segregation campaign is spreading from the Free State gold mines to the collieries of the Eastern Transvaal, **DREW FORREST** reports

Asked why defiance was continuing despite this agreement, Majatladi said there was no undertaking to limit "spontaneous" worker protest. "We still have a long way to go," he said.

● More than 60 NUM and National Union of Metalworkers' shop stewards met at the weekend to forge a common approach to sectarian violence at Iscor's mines and factories.

In recent weeks, ethnic/political clashes have erupted at two Iscor mines in Natal.

A joint statement said Zulu workers at Iscor's Vanderbijlpark steelworks had been forced from hostels shared with other colleagues into a separate hostel, rumoured to be an Inkatha stronghold. More than 300 of these workers had resigned from Numsa.

"Both unions have in separate discussions with Iscor expressed concern that the company is involved in, or taking advantage of the violence to undermine the unions," it said. Iscor has consistently rejected the charge.

This week, the NUM accused Iscor of using intimidatory tactics to break the two-week wage strike by about 3 500 workers at three of its mines. Bugging devices had been found at the the Sishen and Tabazimbi iron mines in areas where workers held meetings, it said.

Iscor's Piet du Plessis said the use of such devices was not company policy and urged the union to provide more details.

Mediation to break the logjam failed this week, with the NUM dropping its pay claim from R6,30 to R5,90 an hour but management holding to its R5,56 final offer.

Bid to end workplace violence

13/Day 6/11/96

MATTHEW CURTIN

THE National Union of Mineworkers (NUM) and the National Union of Metalworkers (Numsa) will meet the Chamber of Mines and Iscor management this week in a renewed effort to end violence between workers.

NUM Press officer Jerry Majatadi said yesterday the union had called a meeting with the Chamber of Mines today, and with Iscor tomorrow when it would be joined by Numsa. Chamber and Iscor spokesmen confirmed the meetings.

Majatadi said members of both unions faced similar problems at chamber and Iscor plants. Ten miners died and more than 50 were injured during violence at Iscor's Hlobane colliery on October 15 and eight died at Rand Mines' Harmony gold mine on October 28.

Both unions have alleged management complicity in these incidents and attacks on Usko and Iscor Numsa members on the Reef in August when at least 11 unionists died.

NUMSA 213
Numsa general secretary Moses

Mayekiso said yesterday the union was concerned at the "escalation of violence from hostels to the workplace itself".

Majatadi said the NUM and Harmony mine management had reached an agreement last week "on ending violence".

Management and the union would set up a joint investigating committee to look into the causes of the recent violence.

All people staying at the V2 hostel, the scene of the attacks, who were not Harmony employees would be evicted at once.

Mineworkers would form a committee to monitor developments at Harmony and police would keep a watch for two weeks.

A Harmony mine spokesman confirmed the agreement but said the SAP would not be monitoring events from the mine itself.

The working committee set up by the SA, Transkei, Ciskei and Kwazulu governments to investigate the violence on the Natal coal fields made a preliminary report last week.



Libanon strike: numbers swell

MATTHEW CURTIN

THE strike by several thousand National Union of Mineworkers (NUM) members at Gold Fields' Libanon gold mine in Westonaria spread yesterday as management maintained everything had been done to search for a mineworker whose disappearance sparked the strike. A mine spokesman said yesterday management conducted "lengthy and extensive searches" for the man, missing since May this year. The spokesman said 3 000 mineworkers out of a total workforce of 6 500 went on strike on Monday, but yesterday only 858 workers reported for the morning shift. The NUM alleged on Monday that

a shift boss, a mine captain and Libanon's general manager "had complicity in the disappearance" of Mokhameleh Ntoko on May 15. The union claimed Ntoko's lamp and toolcase were found underground. The mine captain clocked out on his behalf on the day of his disappearance, leading workers to suspect he had been "murdered underground". The union has called for the dismissal of all three white officials, despite two being suspended in May pending the investigation's outcome.

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NUM proposes peace strategy

ALAN FINE

THE NUM yesterday presented the Chamber of Mines with a lengthy list of proposals aimed at stopping the violence which has broken out at a number of mines.

NUM assistant general secretary Marcel Golding said the union had suggested that an independent commission of inquiry should be appointed whenever violence occurred and its findings used to draw lessons which would assist in avoiding repetitions.

It also wanted the appointment of a NUM/chamber committee to monitor mine violence and to make recommendations.



Discipline

213

Other proposals were:

- Employers should make a clear and unambiguous statement denouncing violence;
- All perpetrators of violence should be disciplined and removed from mine property;
- All unauthorised weapons should be banned from mine property; and *8/10/90*
- Workers forced to leave mines to escape violence should not be considered to have resigned. Their employment contracts should continue if and when they returned.

According to Golding, the chamber negotiators said they needed up to two weeks to consider a response. The chamber declined to comment.

Union claims miners driven at gunpoint

APR. TRIPS. 7/11/90
213

JOHANNESBURG — The National Union of Mineworkers yesterday alleged that strikers at the Libanon mine in the western Transvaal were forced at gunpoint to go underground. Management immediately denied the claim.

NUM spokesman Mr Jerry Majatladi claimed that police and troops were still patrolling mine property. Police denied a similar claim on Monday.

The strike broke out on Sunday night after the NUM accused management of dragging its feet in a six-month investigation into the mysterious disappearance underground of a miner.

Workers suspect he was murdered underground. Goldfields spokesman Mr Michael de Kok denied the charges and said an intensive search was conducted above and below ground, even stretching beyond mine property.

"Mine property has been available to protect workers who wanted to work and at no point has anybody been forced at gunpoint to work," he said.

— Sapa

W/Mod: 9/11/90 - 15/11/90

Efforts started to end recent mine violence

By DREW FORREST

INITIATIVES are taking shape at mine, industry and inter-governmental levels to stop mine violence which has claimed 20 lives and left scores injured in recent weeks

"The violence has implications far beyond mining," said the National Union of Mineworkers' Jerry Majatladi this week. "We see it as part of a general counter-revolutionary strategy."

In further developments in the strife-torn Natal coalfields, 11 workers were hurt and production was suspended when Xhosas and Zulus clashed at Genmin's Kilbarchan colliery, near Newcastle, last Thursday. Amcoal says 400 Xhosas have resigned and gone home after ethnic/political tensions at its Vryheid Coronation mine.

Key peace moves include.

- Talks between the NUM and Chamber of Mines this week, at which the NUM mooted a joint union-chamber committee to monitor violence across the industry, and an independent commission of inquiry to probe violence wherever it erupts on chamber mines

Asking the chamber to publicly denounce the violence, it also proposed instigators of violence be identified and disciplined and perpetrators be removed from mine property and, if necessary, arrested. The chamber has pledged to respond within a fortnight.

- A committee of kwaZulu, Ciskei and Transkei government representatives, chaired by Foreign Minister Pik Botha, has extracted from Iscor a pledge to re-employ from December 1 Xhosas sent home after ethnic strife at the Durnacoll and Hlobane collieries

In a report after a two-week deliberation, the committee also urged political tolerance on leaders and governments.

- The Kilbarchan mine will re-open on Monday and on pain of the sack, all 650 workers must sign a peace pledge.

This bans political activity on mine premises, and commits workers to co-operation without regard to ethnic background or political links.

According to the NUM, a deal has also been struck at Rand Mines' Harmony mine, following the alleged attack by non-employees calling themselves "Russians" on union men, in which nine were killed

This provides for a joint union-management inquiry, the immediate eviction of non-employees from company accommodation, police monitoring for at least a fortnight and a peace-making rally at the mine this weekend.

The union will also be represented at post-mortems. The NUM alleges mine security joined the attack — a claim Harmony denies.

Work stoppage over missing goldminer

JOHANNESBURG — Libanon mine in the Western Transvaal came to a standstill after 6000 workers downed tools over the mysterious disappearance of a fellow miner at the mine

Workers suspect he was murdered underground

The National Union of Mineworkers (NUM) said management was dragging its feet over the investigation of Mokhameleli Ntoko, who disappeared in May

IMMEDIATE DISMISSAL

Mine security, police and army personnel were forcing workers underground at gunpoint, the union said.

Goldfields spokesman Mr Michael de Kok has denied the charges and said an intensive investigation for the missing man was conducted above and below ground, even stretching beyond mine property.

"Mine property has been available to protect workers who wanted to work and at no point has anybody been forced at gunpoint to work. The brief of the security officials is to protect property and lives"

NUM demanded the immediate dismissal of three mine officials it believes are implicated in Mr Ntoko's disappearance.

Management admitted the day following Mr Ntoko's disappearance that he was clocked in by a mine captain after he was instructed to go to work early for repair work, the union said.

Mr Ntoko's computerised identity card was found at the mine's crush office and his lamp was discovered underground. They said his toolcase was also found hidden underground and this was not timeously reported by the mine captain

Mr De Kok was not willing to discuss the issue further. "At present, Goldfields is engaged in talks with the union and we do not wish to conduct talks through the Press or the media"

Union spokesman Mr Jerry Majatladi accused Goldfields management of arrogance because it refused to meet the union at head office level. "If the matter cannot be resolved at mine level, it has to be taken higher." — Sapa.

11/11/80
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Mystery of the missing gold miner

By DREW FORREST

A LAMP and a tool-case found hundreds of metres underground were the last traces of gold miner Mokhameleh Ntoko.

His disappearance on May 15 in chilling circumstances has sparked a strike by 6 000 black miners at Gold Fields' Libanon mine in Westonaria.

At the centre of the mystery is shift boss Piet Vermaak, who is alleged by the National Union of Mineworkers to have threatened workers and been involved in "skirmishes" with Ntoko, a member of his work team.

The day before the disappearance, Vermaak allegedly told Ntoko to report for work early to repair pipes underground. Ntoko's failure to return, and management's alleged refusal to meet on the issue, triggered a strike a week later.

The union has also pointed a finger at a mine captain, Allen Levy, who allegedly clocked out on Ntoko's behalf.

It says that according to management, Levy and Vermaak been suspended. It has demanded their and the general manager's dismissal and an independent inquiry into the incident.

Gold Fields has declined to comment, saying talks with NUM are still in progress. Among the mysterious aspects of the case, NUM says, are:

- Management claimed to have taken disciplinary action against Levy for not following safety regulations, but refused to give details without a union guarantee that the matter would be kept secret.

- Ntoko's tool-case was found hidden underground — a fact which Levy did not report timeously.

- Two days after the disappearance, black security personnel were removed from the relevant shaft.

NUM accused mine security of trying to force workers in the strike to work, while police and soldiers in armoured vehicles patrol the premises. Mine security yesterday used teargas to disperse a worker rally, it claims.

Iscor voices doubt over union proposals to end work violence

Friday 9/11/90
ISCOR doubted whether formal mediation proposed this week by the National Union of Mineworkers (NUM) and the National Union of Metalworkers (Numsa) was a suitable mechanism for curbing violence at the workplace, Iscor public relations director Piet du Plessis said yesterday.

Du Plessis said the company needed clarification from the unions on how mediation would facilitate a solution to the violence.

The company had asked the unions for clarification while Iscor consulted management over the union proposals.

Neither the NUM nor Numsa delegates who attended the meeting with Iscor were available for comment yesterday.

Du Plessis said otherwise the union proposals were similar to those presented by the NUM to the Chamber of Mines this week. Among the lengthy proposals submitted by the NUM were calls for an independent investigation into factional violence and a joint NUM/chamber committee to monitor the problem. Iscor was also concerned that company

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MATTHEW CURTIN

-union negotiations would overlap with the inquiry already investigating recent violence in Natal.

Hundreds of Xhosa speakers fled Iscor's Newcastle plant and Hlobane colliery as well as Dundee's Durnacol colliery after alleged Zulu attacks and intimidation at workers' hostels.

At least 10 people died and dozens were injured in the violence in mid-October which prompted the establishment of the SA, Transkei, Ciskei and KwaZulu government working group three weeks ago.

Meanwhile, Iscor's Sishen and Thabazimbi iron-ore mines and Grootgeluk colliery were operating normally after the NUM "suspended" strike action by several thousand workers on Tuesday, Iscor said yesterday.

NUM media officer Jerry Majatladi said the union reserved the right to strike again if progress was not made on wage negotiations, but Du Plessis said no new talks were planned.

Miners picket Gold Fields

CAPE TOWN 10/11/90 213

JOHANNESBURG. — Miners from the strike-bound Libanon gold mine staged a picket outside Gold Fields headquarters yesterday to highlight the unsolved disappearance underground of a colleague.

About 50 men wearing helmets, overalls and gumboots carried placards bearing the photograph of the missing man, Mr Mokhameleli Ntoko, 41, who went missing on May 15.

Union leaders say 6 000 miners have downed tools in an attempt to force management to explain the disappearance

Gold Fields owns 34% of the mine in

Westonaria.

Press reports suggest Mr Ntoko may have died violently underground at the hands of named senior personnel.

Miss Allison Curry, a spokeswoman for the National Union of Mineworkers, accused the mine owners of a "cover-up".

A Gold Fields spokesman, who declined to be named, said the dispute was between Libanon gold mine and the union, and not his company.

●Yesterday Gold Fields management threatened to dismiss workers as a result of the strike. — Sapa

NUM strikers⁽²¹³⁾ given deadline

CALL TIMES 13/11/90
Own Correspondent

JOHANNESBURG. — Management at Gold Fields' Libanon Gold Mine gave several thousand striking mineworkers — dismissed for failing to meet yesterday's return-to-work deadline — until this afternoon to accept an offer of re-employment, mine spokesman Mr Michael de Kok said yesterday.

He said 40% of the workforce, or almost 3 000 employees, observed the management ultimatum set on

Friday for a return-to-work yesterday morning.

The remaining strikers would be re-employed today if they met the 5pm deadline and accepted "the dispute is over".

About 6 000 NUM members began the strike last week calling for the dismissal of three mine officials whom they alleged were implicated in the disappearance in May of mineworker Mr Mokhameli Ntoko.

Mr de Kok said Gold Fields

rejected "out-of-hand" statements concerning the disappearance of Mr Ntoko, contained in a NUM advertisement placed in two Johannesburg papers on Friday.

In the advertisement, NUM alleged that Mr Ntoko was sent underground earlier than the rest of the team and had gone missing.

The spokesman said mine management had conducted an exhaustive investigation into Ntoko's disappearance, "pursuing every possible lead". — Sapa

Sacked miners get re-employment offer

(213) MATTHEW CURTIN (20)

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The spokesman said mine management had conducted an exhaustive investigation into Ntoko's disappearance, "pursuing every possible lead" *Blom 13/11/90*

Sapa reported National Union of Mineworkers (NUM) spokesman Jerry Matladi said yesterday the union and management were deadlocked on strikers' demands for increased security underground and the dismissal of the officials.

appear at a previous hearing

Call time 14/4/90

Strike deadline extended ²¹³

JOHANNESBURG — The deadline for striking workers at Libanon gold mine to return to work has been extended to 4pm on Friday, a mine spokesman said yesterday.

THREE trade unionists, all members of the National Union of Metalworkers of South Africa (Numsa), were killed last weekend after being ambushed by gunmen outside a hostel near Vanderbijlpark.

The deaths have added urgency to the call by Numsa and the National Union of Mine-workers (Num) for an independent commission of inquiry into ongoing violence at Iscor's mines and foundries.

Two of the men were killed when the hitmen ambushed an Iscor bus and bakkie and fired more than 20 AK-47 rounds at passengers outside the Kwa-Masiza hostel last

Thursday night.

Handgrenade

A handgrenade was also hurled at the bus.

A shop steward, Mr Piet Mohlala, died on the spot and the second man died in hospital.

A truck driver was shot dead outside the hostel last Saturday.

The attack came hours after Numsa and Num met with Iscor management to discuss the violence.

Numsa spokesperson, Mr Alfred Woodington, said the union strongly condemned the "cowardly" attack.

Woodington said both Num and Numsa had raised with Iscor the continued presence of "suspicious elements" at the old Iscor hostel in Vanderbijlpark.

He said the hostel, known as Kwa-Madala, was taken over by Inkatha members on July 22 after clashes between Sebokeng residents and the movement's members.

He said the number of hostel inmates had grown to more than 600. Most of these were unemployed Inkatha members who had been

By CHIARA CARTER

bused from KwaZulu and who acted as security guards.

Woodington said the existence of the "mini-commando" was discussed with Iscor on Wednesday and the unions had demanded that all Iscor employees move to KwaMasiza hostel.

Iscor has not yet responded to the demands.

In terms of an agreement between Num and Iscor in mid-October, a commission of inquiry was to be established but Iscor has since proposed a mediating committee and refused to hold an independent inquiry.

Numsa is challenging Iscor to submit to an independent investigation by the Independent Mediation Services of South Africa (IMSSA).

Numsa general secretary, Mr Moses Mayekiso, said

Numsa felt there was a link between the ongoing violence and a hardline approach to workers' demands by management.

"Numsa believes that the continuing violence has enabled Iscor to successfully take a hard line in wage negotiations and retrenchments," Mayekiso said.

More than 5 000 workers suspended a strike over wages at the company's iron ore and coal mines last week.

'Probe Iscor deaths'

South 15/11 - 21/11/90

2/3

Zulu miners in walkout during peace meeting

213 Own Correspondent ~~106~~ ~~113~~

DURBAN — Zulu miners walked out of a meeting between KwaZulu Chief Minister Mangosuthu Buthelezi and Ciskei military ruler Brig Oupa Gqozo at the Durnacol colliery in northern Natal yesterday.

The workers gathered outside the mine hall and it was only after 20 minutes of pleading by Buthelezi that they returned. 8/04 22/11/90

More than 2 500 Ciskei migrant workers fled the mines after violence broke out at the Hlobane and Durnacol collieries last month, leaving 12 people dead and more than 50 injured.

Ciskei later formally apologised to KwaZulu for starting the violence.

Gqozo and Buthelezi headed delegations on a combined visit to Durnacol coal mine yesterday.

Buthelezi said he was appalled by the "terrible slaughtering and the killing" of workers.

He praised Gqozo as a "man of courage and conviction" who came to KwaZulu "with peace in his heart" to proclaim his belief that violence must end.

However, when Gqozo got up to speak the miners walked out of the packed hall and gathered outside. They returned after Buthelezi had pleaded with them.

Gqozo said he was not surprised by the Zulu walkout because he could understand this was the only way in which they could show they were unhappy over the Ciskei attacks.

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CPL - RITS 22/4/90

Leaders on mine peace visit

DURBAN — Chief Mangosuthu Buthelezi and Ciskei leader Brigadier Oupa Gqozo visited the Durnacol coal mine in Northern Natal on a peace mission yesterday after recent clashes between KwaZulu, Ciskei and Transkei workers at the mine.

More than 2 500 Ciskei migrant workers fled the mines after violence broke out at the Hlobane and Durnacol collieries last month, leaving 12 people dead and more than 50 injured.

Ciskei later formally apologised to KwaZulu for starting the violence.

The KwaZulu leader slammed the Congress of South African Trade Unions (Cosatu) and said the attacks against Zulus, the Inkatha Freedom Party and himself were partly the result of trade union-inspired political fanaticism.

He compared South Africa to a great big field where for the first time a team could be put together to play for international stakes.

Lebowa mine sacks 1 200

The Argus Correspondent

Argus 23/11/90 213

JOHANNESBURG. — Lebowa Platinum Mine dismissed 1 200 mineworkers after a work stoppage, Johannesburg Consolidated Investments (JCI) said.

The workers downed tools yesterday demanding the re-instatement of 99 workers dismissed after they "illegally" left their work stations

JCI said the mine had suffered considerable labour problems for several months which resulted in the final dismissal yesterday of the 1 200 workers.

In May this year, about 90 percent of the labour force had been dismissed after an illegal strike but were re-employed on condition that no further illegal industrial action was taken. Workers ignored this and failed to report for work on two days last month. On Tuesday 99 workers downed tools and were fired. — Sapa

Leplat fires 1 200 miners after work stoppages

JCI'S Lebowa platinum mine (Leplat) management fired 1 200 miners yesterday, saying repeated work stoppages contradicted a moratorium on illegal industrial action agreed to by the National Union of Mineworkers (NUM)

Sapa reports a JCI spokesman said employees had without warning absented themselves from work on October 27 and November 3, and "were placed on a final warning in terms of the agreed disciplinary procedures"

He said about 90% of the

mine's workforce were dismissed in May after an illegal strike, but were reinstated after talks with management, the Lebowa government and the NUM, on condition no further illegal action would occur.

Ninety-nine workers were dismissed after they allegedly left their work stations on November 20

NUM Press officer Jerry Majatladi said yesterday the dismissal of members was indicative of JCI's

poor attitude towards industrial relations issues".

He said workers' protests were aimed at management's attempt to "stretch available labour to the limit" rather than employ extra workers. The company had instructed miners to work a six-day week without consulting the NUM, he claimed

The union was waiting for a response from management on its proposals made yesterday for negotiations for the reinstatement of workers and a resolution of the dispute.

MATTHEW CURTIN

213

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6 Day

23/11/70

Leplat fires 1 200 miners after work stoppages

213 (12) (11) B1 Day 23/11/10

MATTHEW CURTIN

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Weapons to be banned from mines

IN A bid to curb violence on the mines, the Chamber of Mines and National Union of Mineworkers (NUM) have agreed to ban weapons from mine property and hostels.

In a joint statement yesterday, the chamber and the NUM said there was grave concern about the "high level of violence experienced on mines" and both parties had committed themselves to preventing, containing or eliminating mine violence.

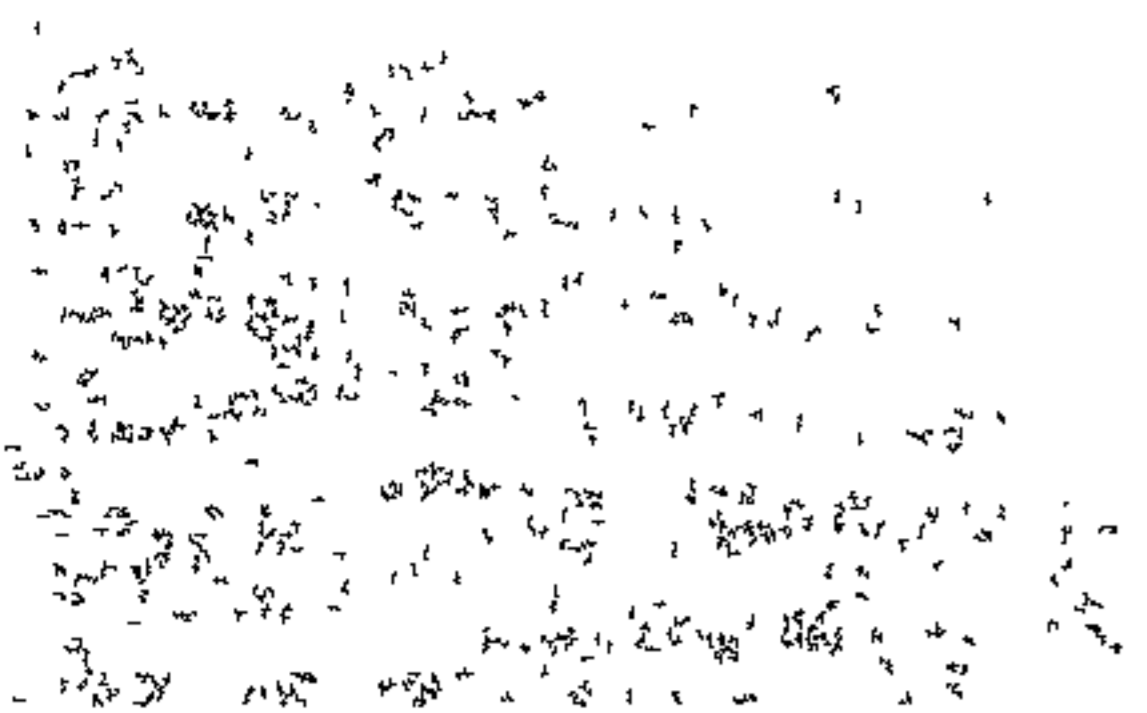
The chamber and the union committed themselves to identifying the perpetrators of violence on the mines, from whatever quarter, with a view to taking stringent disciplinary action against them. They also agreed to bar employees from having or

WILSON ZWANE

bringing weapons of any description onto mine property, including hostels.

Meetings to address problems relating to violence on the mines would continue to be held by the NUM and the chamber, the joint statement said.

Their commitment came a day after Law and Order Minister Adriaan Vlok gave NUM officials an undertaking that a full investigation would be conducted into the causes of the violence that broke out recently on two mines in northern Natal, when 12 people were killed and hundreds injured.



Strikes: Platinum mine shuts down

Cap Times 26/11/90 213

From LINDA ENSOR

JOHANNESBURG. — JCI's Lebowa Platinum Mines (Leplat) has temporarily ceased operations at its Atok mine following the dismissal of about 1 600 workers last week, JCI platinum division MD Barry Davison said yesterday

He said the shut-down could last for some time, depending on how soon the company could recruit new workers

Davison said the dismissed workers would not be re-employed as they had broken undertakings not to engage in illegal strike action and had disregarded a final warning given early in November after workers failed to appear for work on two consecutive Saturdays

He said the workers had complained of excessive hours

Davison said 300 workers who went underground on Thursday had failed to resurface and the mine was considering what legal or other action could be taken to evict them

He said the dismissal of the workforce was the culmination of a series of illegal industrial actions

Attempts to contact a National Union of Mineworkers' (NUM) spokesman yesterday were unsuccessful

Davison said the JCI group of platinum producers would not have a problem meeting Leplat's supply contracts

The news of the shut-down could see a further firming of the platinum price. Nymex platinum futures closed sharply higher on Friday on news that Leplat had laid off its workforce. January platinum rose \$13,70 to \$429,70 with other months rising \$14,10

The market was uncertain over what effect the firings would have on output and the announcement of a cessation of operations could see a further price rise

SA supplies 80% of the world's annual output of 3,5-million ounces of platinum and JCI's Rustenburg Platinum is the world's biggest producer. Davison said Leplat was a small player in world terms but perceptions of labour unrest in the SA industry could affect the price

Johnson Matthey has forecast a platinum surplus of about 70 000 ounces this year

Davison said productivity at Leplat's mine had been poor in the past few months. While it aimed at 50 000 tons of ore a month and was planning to expand the milling rate to 100 000 tons, it had experienced difficulty in getting even 40 000-45 000 tons

In an announcement today, Leplat said that "as a result of ongoing illegal work stoppages" management had implemented the disciplinary procedures contained in the recognition agreement with the NUM culminating in the dismissal of most of the workforce

In May, 1 500 workers at Leplat's Atok mine were dismissed after negotiations failed to end a two-day illegal strike over alleged racism on the mine. The workers demanded that a mine overseer be sacked

Leplat said the workers were re-engaged on the basis of assurances given by the NUM. Davison said an assurance had been given that there would be no further illegal strike action

"The union and its members have failed to honour certain of these assurances as well as the conditions of the recognition agreement entered into between them and the company," the announcement said

Strike-hit platinum mine closed down

LINDA ENSOR

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□ To Page 2

Mine closed

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□ From Page 1

Pledge to end mine violence

Sowetan 27/11/90

213

THE Chamber of Mines and the National Union of Mineworkers made a joint commitment at a meeting last week to do everything in their power to stop mine violence.

In a joint press statement the parties expressed grave concern about the high level of violence on mines.

Following recent incidents of inter-group violence on mines in Northern Natal, the Chamber and the NUM held a meeting where the parties unconditionally re-

SOWETAN Correspondent

jected violence on the mines and agreed to take steps to prevent it.

Earlier this year, after inter-racial violence erupted in Welkom, the Chamber of Mines and employee organisations in the industry established a forum to look into the causes of the violence and possible ways of eradicating it.

At last week's meeting between the Chamber and the NUM, the parties agreed on the:

* The absolute and un-

conditional rejection of such violence, whatever its source or motivation on mine property,

* To do everything in their power to prevent the recurrence of violence;

* To identify the perpetrators of such violence, remove these persons from mine property and impose a penalty for their actions in terms of company disciplinary procedures as well as the law of the land;

* The prohibition on employees having or bringing weapons of any kind into the workplace, including hostels;

* The appropriate

utilisation of all existing channels to enable employees to effectively inform management of any impending violence or their fear thereof,

* To learn from the experience of the violence so that a repetition may be avoided,

* To establish a conflict monitoring group that will monitor violence on mines,

* To approach other parties to become involved in resolving the violent conflict; and

* To make every effort to encourage people to show tolerance for the views of others

ANC, Sabta seek peace

Sowetan 27/11/90

DELEGATIONS from the South African Black Taxi Association and the African National Congress's southern Natal region met for talks following clashes between taxi-drivers and communities that have left many people dead.

The taxi team was lead by Mr Griffiths Ngwenya, while Mr Jeff Radebe, ANC deputy regional chairman, headed the ANC side.

No interests

They decided that fares would not be increased until differences between the taxi body and communities were settled

Taxi Association representatives from Umlazi, Ntuzuma, Pinetown, Nyuswa, Hillcrest, Clermont and Molweni were at the meeting.

In a statement afterwards, Radebe said they had discussed problems facing the Taxi Association and various communities.

They identified the cause of the problem as "forces at play that are desperately attempting to drive a wedge between the Taxi Association and the communities".

This had resulted in many deaths on both sides.

The two organisations "unreservedly condemned these forces of darkness and pledged to do everything within their power to intervene decisively to stop the problem from getting out of control"

They decided to set up a Sabta-ANC regional forum to look continually at problems.

The ANC will help build formal structures at local level to link the taxi body and the communities



Chamber of Mines, union in plan to curb violence

ARGUS 27/11/90 (213)

The Argus Correspondent
JOHANNESBURG. — The Chamber of Mines and the National Union of Mineworkers have made a joint commitment to do everything in their power to stop mine violence.

In a joint press statement, the parties expressed grave concern about the high level of violence on mines

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- The prohibition on employees having or bringing weapons of any kind into the workplace, including hostels

- The appropriate utilisation of all existing channels to enable employees to effectively inform management of any impending violence or their fear thereof

- To learn from their experience of the violence so that a repetition may be avoided

- To establish a conflict monitoring group that will monitor violence on mines

- To approach other parties to become involved in resolving the violent conflict.

- To make every effort to encourage people to show tolerance for the views of others.

400 in Lebowa mine sit-in

ABOUT 1 200 miners at JCI's Lebowa Platinum Mine at Atok have been effectively locked out of the mine while about 400 are staging an underground sit-in in protest against the dismissal of 99 workers

It was claimed yesterday the 99 miners were barred from the premises last Wednesday and, according to the National Union of Mineworkers, "summarily dismissed without having an opportunity to state their case".

The mine has been

closed since Monday, according to the NUM.

Miners protested against the dismissal by staging a work-stoppage last Thursday while NUM efforts to intervene were met with "teargas, rubber bullets, teargas and batons," the union claimed

'Evicted'

The 1200 miners "evicted" from the mine hostel and premises are now staying in a nearby village, NUM press officer Jerry Majatladi said yesterday.

A group of about 400 miners started an underground sit-in in protest against the lock-out and dismissals last Thursday, he added

According to the NUM, mine management stopped feeding them on Thursday and on Friday switched off the ventilation system to the shaft

A spokesman for JCI was able to confirm the mine has been closed since Monday, but denied the men were still underground, saying they came to the surface on Monday - *Sapa*

Sowetan 29/11/90



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Workers at mine on strike

By RUSSEL MOLEFE
PRODUCTION, at Messina Copper Mines has been brought to a standstill since Monday because of a strike by the entire black workforce who are demanding a pay increase.

The workers, members of the Black Allied Workers Union of South Africa and the National Union of Mineworkers, are demanding an increase of R135 across the board. (213)

They say they earn between R300 and R400 a month.

The general manager of the mine in Johannesburg, Mr DG Kirsten, confirmed yesterday that the workers had downed tools *Sowetan 29/11/90*

He said their demand could not be met as the company had no money at this stage.

Negotiations with worker representatives had broken down as they were making some unreasonable demands, Kirsten said.

The strike followed retrenchments in which more than 100 employees, including a white compound manager, lost their jobs.

Monitoring group keeps tabs on mine violence 213

■ The Chamber of Mines and the National Union of Mineworkers are to set up a "conflict monitoring group" to keep tabs on mine violence.

In talks last week, launched after clashes in the Natal coalfields, the parties also agreed on a ban on weapons in the workplace.

Management would take "vigorous action" to search for and confiscate arms. W/Mant 30/11-6/12/90

Rejecting violence and pledging all possible steps to prevent a recurrence, the Chamber and the NUM also agreed to approach "other parties" to involve themselves in resolving conflict.

Perpetrators of violence would be identified and removed from mine property, as well as being penalised in terms of company discipline and the law.

Miners planted explosives - JCI

By DREW FORREST

213

WORKERS staging a six-day underground sit-in at Lebowa Platinum Mines' Atok mine came to the surface last Sunday and planted explosives, destroying a mine vehicle and damaging an administration building, JCI claimed yesterday. *W/Mar 30/11 - 6/12/90*

In a flurry of claims and counter-claims surrounding the dispute, JCI also said that after abandoning their sit-in, many workers had complained of being held hostage underground by "marshalls apparently acting on the instructions of the National Union of Mineworkers". NUM denies this.

JCI said equipment had been damaged underground and that one worker had been injured while trying to make an explosive device.

About 1 700 workers have been sacked in a cycle of protest and disciplinary action centring on agitation for a shorter working week, in the second mass dismissal at the mine this year.

JCI said the sit-in strikers had surfaced and been dismissed, along with 1 200 fired at an earlier stage. The mine has been indefinitely closed, but NUM's Marcel Golding said the union had tabled new proposals for the resolution of the dispute.

The company also denied NUM claims that South African Defence Force personnel had blocked attempts to smuggle food underground and that the army, mine security and Lebowa police had taken part in an attack on workers in which 22 had been hurt.

Lebowa police had on one occasion used teargas when workers tried to damage company property, it said.

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Sit-in miners haul dynamite arsenal

S Times 2/12/90

213

By HERMAN JANSEN

FEARS that 410 striking miners staging an underground sit-in would cause havoc with 4 000kg of explosives prompted a mining company to seek an urgent eviction order

The order was granted in the Pretoria supreme court, but this week the multi-million-rand platinum mining operation in Lebowa ground to a halt. Almost the entire black workforce of 1 650 was dismissed at Lebowa Platinum Mines' Atok section last Wednesday for "illegal industrial action" by striking in sympathy with 99 workers dismissed the previous day.

Management said the whole workforce was on "final warning"

Losses

The National Union of Mineworkers dispute this, saying the final warnings were given after a misunderstanding about working hours

Only 35 black workers are still employed, lazing about the premises on Friday in the sweltering heat of the Sekhukuneland hills, about 85km from Pietersburg

trespassing and disobeying a high court order

The underground sit-in by 410 miners took place after the Atok workforce refused to go underground last Wednesday in sympathy with the dismissed 99 workers. The 99 were three hours late at their workstations the previous day.

According to the NUM, Lebowa police fired tear-gas and rubber bullets to disperse workers who demanded their reinstatement

Mr Coetzer said the mine feared that "an immense amount of permanent damage" could be done to the underground structures by the workers staging the sit-in

"We feared large scale sabotage," he said "There are about 4 000kg of explo-



PIET COETZER
Repeated requests

Mr Coetzer said the mine feared that "an immense amount of permanent damage" could be done to the underground structures by the workers staging the sit-in

"The mine was not booby-trapped, however," NUM said there was never any intention of large-scale sabotage

The man injured in the underground explosion was sneaked out of the mine through a discarded shaft — also used to get food to the strikers — and was admitted to the Groothoek Hospital

A nursing sister confirmed he arrived at the hospital with an amputated arm



AKILA LESHABA
No instructions from NUM

Twenty-five men came to the surface on Monday. Most, said Mr Coetzer, claimed to have "escaped" after being held hostage

JCI said in a statement they had said they were held by "marshals", apparently under the instructions of NUM

None were, however, willing to point out the intimidators — their position could therefore not be reviewed by the mine

NUM denies the allegations about hostages

Said regional organiser

Akila Leshaba, 32 "It is common practice in industrial action that you want everybody to strike."

"Maybe this happened here — I have not yet spoken to the men who were holed up. But it was not done on NUM's instructions"

All the miners finally came up on Tuesday. NUM claims the ventilation system was switched off by the mine, forcing them to the surface.

The holes used to sneak food to the miners were also blocked off, NUM said.

Mr Coetzer, however, said the only action taken against the underground strikers were repeated requests on the underground mining intercom to come to the surface

Atok mine manager Piet Coetzer, 44, said the chances were "slim" that anyone would be re-employed by Lebowa Platinum, a subsidiary of Johannesburg Consolidated Investment Company

Meanwhile, the company is suffering massive losses. For 10 days, the mine has not produced a grain of its normal 45 000-ton daily quota of ore

Last weekend's court application for eviction was triggered by two surface blasts — causing an estimated R200 000 damage to a new vehicle and a clocking office — early on Sunday morning

Charged

One of the miners detonated explosives during the underground sit-in — resulting in an amputated forearm and serious facial injuries. He has been charged with the illegal possession and use of explosives, said Mr Coetzer

Thirty-two men who took part in the underground sit-in were arrested when they came to the surface

Mr Coetzer said they had been charged with contraventions of the Explosives Act, sabotage, kidnapping,

Miner dies
in clash ^{ARGUS} ^{10/12/90} (273)
with guards

PRETORIA — A re-trenched mineworker died and six more were injured in a clash with mine security at Genmin's Moinooi chrome mine near Rustenburg.

About 40 workers left their hostel around midnight on Saturday, threatened mine security and continued to advance towards them after being warned to disperse, a Genmin statement said.

Guards opened fire on the miners, injuring seven. One of the men died last night at Rustenburg's P G K hospital.

Three of the wounded were discharged and the other three were in a satisfactory condition, a hospital spokesman said.

— Sapa

Man killed in mine shooting

PRETORIA — A re-trenched miner died and six more were injured in a clash with mine security at Genmin's Mooloi chrome mine near Rustenburg late on Saturday night, Genmin said yesterday.

About 40 workers left their hostel around midnight, threatened mine security and continued to advance towards them after being warned to disperse, a statement said.

Several shots were fired and seven people were subsequently treated in Rustenburg's P.G.K. Hospital for wounds. One died last night. — Sapa

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Platinum mine set to stay shut

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Own Correspondent

JOHANNESBURG
JCI'S Lebowa Platinum
(Leplat) mine, shut down
by the company two
weeks ago after manage-
ment dismissed the
1 600-strong workforce;
is set to remain closed
until the new year

A National Union of
Mineworkers (NUM)
spokesman said at the
weekend that it was
"highly unlikely" the
mine would reopen this
year

A JCI official said on
Friday that progress had
been made at talks with
the NUM, but would give
neither details of the ne-
gotiations nor comment
on when mining would
start.

1 killed, 7 hurt in mine clash

By Shareen Singh

213

A worker was killed and seven were injured on Sunday night when security personnel and miners clashed at Genmin's Moolinooi chrome mine near Rustenburg

The incident followed the dismissal last Thursday of 500 workers for refusing to carry work cards. Miners said team leaders refused to sign their cards at knock-off time, forcing them to work longer hours.

Genmin said a group of about 40 workers left the hostel on

Sunday night and threatened security personnel. They were asked to disperse but advanced towards the security men, who fired several shots at them.

But the National Union of Mineworkers said mine security and police fired without provocation on about 100 workers standing outside their hostel.

An ANC delegation went to the Marikana police station to discuss police involvement in the shootings, said the union.

A police spokesman said police had not been at the mine when the shootings occurred.

ster 11/12/90

Genmin closes Mooinooi mine after clashes

Bloam 11/12/90

213



MATTHEW CURTIN

MANAGEMENT at Genmin's Mooinooi chrome mine shut down production yesterday in the wake of a violent clash between mineworkers and mine security which left one person dead and several injured on Sunday night.

Genmin spokesman Laing Geldenhuys said yesterday the mine, near Rustenburg, would remain closed until labour problems had been solved.

He said the mine dismissed 500 of the 850-strong workforce last Thursday after they refused to comply with regulations for underground work, which then threatened the safety of other workers.

Mine management and the National Union of Mineworkers (NUM) met yesterday afternoon to try to resolve the dispute.

The closure of the Mooinooi mine is the fourth occasion in recent months on which a company has suspended production, citing intolerable labour relations problems.

Management at Mercedes-Benz's East London plant and Volkswagen's Uitenhage plant took similar action earlier this year, and JCI's Lebowa Platinum mine has been closed for almost three weeks pending the outcome of management-union talks.

Geldenhuys said chrome stockpiles were sufficient to meet client commitments.

NUM national organiser Gwede

Mantashe said yesterday implementation of a new underground clocking-in system, focus of the union's anti-discrimination drive at Mooinooi, was at the heart of the dispute.

He claimed management introduced a new system last week, after discussions initiated by the union and to which NUM officials had agreed in principle, before the union had been able to consult its members.

Management refused an urgent meeting with the union last week, and when mineworkers protested by ignoring the new system, the mine was closed.

Mantashe was unable to give details of Sunday's incident, but confirmed one mineworker died and six were taken to hospital.

In a statement issued on Sunday, Genmin said mine security opened fire on a group of 40 armed mineworkers who refused to comply with orders to disperse.

Sapa reports that the six injured men were admitted to the PGK Hospital in Rustenburg. Three were discharged, and the remaining three were out of danger.

Western Transvaal police liaison officers said the workers had threatened to murder security officials and police were investigating the shooting.

Barberton mine comes to a halt after violence

Staff Reporter

Star 12/12/90

213

Operations at Barbrook Mine, Barberton, were suspended yesterday due to violent action by 360 members of the workforce

A statement put out on behalf of Barbrook said the safety of the mine and its supervisory staff had been placed in jeopardy and that a final decision on the mine's future was now being taken.

A spokesman said that during re-evaluation of the mine's potential, industrial relation difficulties had persisted, with the "bulk of the labour force refusing to follow normal work practices as agreed between the National Union of Mineworkers and management"

This led to direct intimidation of individuals, he said

"Yesterday a large number of employees representing about 80 percent of the underground labour force (of 450) surrounded and entered the main office block, armed with various weapons, in search of a mine overseer whom they demanded should be dismissed

"They were unable to find the man and dispersed to their working places, having made death threats to other supervisors," he said

The spokesman said that on November 7 it was decided, in view of prevailing economic circumstances, labour difficulties and disappointing recovery grades, to re-evaluate the company's future

The Johannesburg Stock Exchange also granted a suspension of trading in the company's share

"The decision to suspend mining operations was taken after careful consideration of all the relevant factors. The suspension of the company's shares on the JSE remains in force," the spokesman said

Barbrook shut down after labour unrest

8/1004 12/12/90
213

VIOLENCE at Rand Mines' gold mining subsidiary Barbrook has resulted in the suspension of mining operations until "a final decision on the mine's future can be taken", a statement released yesterday by Barbrook said.

About 280 workers (80% of the underground labour force), armed with various weapons, surrounded and entered the main office block on the eastern Transvaal mine yesterday, in search of a mine overseer whom they demanded be summarily suspended, the statement said.

"They were unable to locate the man concerned and dispersed to their working places, having made death threats to other supervisors," Barbrook said.

At the time of Barbrook's suspension on the JSE in November, pending a re-evaluation of the mine's future, Rand Mines said viability of the mine was in question in view of prevailing economic circumstances, labour difficulties, and disappointing recovery grades.

During the course of re-evaluating the mine's potential, industrial relations difficulties had persisted at the mine, Barbrook said yesterday.

"The bulk of the 500-strong labour force refused to follow normal work practices

MARIETTE DU PLESSIS

and laid-down procedures agreed between the National Union of Mineworkers and management, and has resorted to direct intimidation of individuals," the statement said.

Management said the decision to suspend operations was taken after careful consideration of all the relevant factors. The suspension of the company's shares on the JSE remained in force.

The group has already closed its loss-making vanadium pentoxide production at Vansa, mothballed the developing Kennedy's Vale platinum mine and cut operations at Harmony gold mine near Welkom, a move which was expected to result in an output drop of 500kg of gold a month.

Barbrook became fully operational in December last year but it was unable to achieve the projected milling rate of 25 000 tons a month during the first quarter due to work stoppages and labour problems.

In the September quarter, Rand Mines' five mines as a whole generated a greater pre-tax operating loss of R20m against R12,7m in the June quarter. Harmony and Barbrook, the group's largest and smallest gold producers respectively, reported a combined loss of R16,8m.

Mooinooi shuts shop until next year

8 Day 13/12/90 213
GENMIN'S Mooinooi chrome mine near Rustenburg would remain closed until next year, a mine spokesman said yesterday.

MATTHEW CURTIN

Management shut down the mine on Monday after mine security shot and killed one mineworker and injured six others in an incident on Sunday night.

About 500 workers, all members of the National Union of Mineworkers (NUM), were dismissed a week ago for refusing to comply with new underground regulations. Management said the refusal had jeopardised the safety of their colleagues.

The spokesman said 30 of those fired last week had appealed against their dismissal and the other 470 dismissed workers were paid off yesterday.

The rest of the mine's employees, totaling 350, would be on leave until the mine re-opened in the new year.

Genmin would start recruitment on December 31 to increase the labour complement to the required level.

The spokesman said yesterday NUM

representatives and management met on Tuesday to try to solve the labour problems at the mine, the cause of the shut-down, but could not reach agreement.

Both parties were considering arbitration and the union would be notified by midday tomorrow on whether management was willing to take the dispute to arbitration or not.

NUM officials could not be contacted for comment last night.

The union had said earlier in the week JCI's Lebowa Platinum mine, also closed by management because of alleged labour problems, would not re-open this year.

The Atok mine has been out of operation for three weeks since management dismissed the 1 600-strong workforce.

On Tuesday operations at Rand Mines' subsidiary Barbrook were suspended in the wake of violent protests by NUM members at the marginal gold mine.

Mine closed after violence.

■ Production was stopped at Genmin's Mooinooi chrome mine near Rustenburg this week following a violent clash between dismissed miners and mine security at the weekend.

A miner died and six were injured when mine security fired on the group, in a sequel to the dismissal of 500 workers who allegedly refused to comply with safety regulations underground. W.M.A. (4/12) - 19/12/90

Talks have been held between mine management and the National Union of Mineworkers. (213)

Genmin said the mine would remain closed until its labour problems had been solved.

3 die in fighting at mine

THREE men were killed and three others injured when a group of mine-workers fought with another group in the Free State on Wednesday. 213

The fighting, involving about 200 men, occurred near Harmony Gold Mine Hostel in Virginia. The cause has not been established.

Two of the dead, believed to be Xhosa-speaking, were aged about 55 and 38 years. The third body has not been identified.

"One of the casualties died in an ambulance on his way to the hospital," district police commissioner for Welkom Colonel Henne Heymans said. Sowetan 14/12/70

The second and third bodies were found at the scene of the fighting, he said.