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1987

FIFTH NATIONAL CONGRESS



ANNUAL REPORT



NATIONAL UNION OF MINeworkERS

FIFTH NATIONAL CONGRESS

25 - 28 FEBRUARY 1987

ANNUAL REPORT

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Membership and Workstoppage Analysis

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1. INTRODUCTION

1986 was a tumultuous year as mineworkers waged gallant battles on many fronts.

It was a year when mineworkers were continuously compelled to take militant action to advance not only their cause as mineworkers but to advance the liberation struggle.

The State of Emergency brought about a level of dedication and commitment amongst mineworkers that had never been experienced before as several structures of the union had to function without their leaders for some time.

The intransigence of bosses in wage negotiations propelled mineworkers to unprecedented levels of militancy and compelled many employers to capitulate in the end.

1986 saw mineworkers participating in many more strikes than other workers and their participation in nationwide stayaways was clear evidence that **"THE MINERS HAVE ARRIVED."**

2. OBITUARY

It is with deep regret that we have to record the death of friends and comrades who have passed away at the hands of mine security forces and South African Police who acted against defenceless and unarmed miners and the masses in the townships as well as those who were killed in unnecessary mine accidents especially the 182 who died at Kinross Gold Mine and those who died in the management instigated ethnic conflicts at:-

- Kloof;
- Vaal Reefs;
- President Steyn;
- Beatrix;
- Kinross;
- Western Deep Levels; and
- Hlobane.

We offer our sincere condolences to their relatives and friends in their bereavement and extend our heartfelt sympathy to the bereaved and to the families

and friends of those of our members who have died during the year whose names, unfortunately, are too numerous to record here.

3. NATIONAL EXECUTIVE COMMITTEE

Membership

Following the Fourth National Congress held in February 1986 the National Executive Committee comprised of the following members:-

President	J Motlatsi
Vice President	E Barayi
Treasurer	S Benjamin
General Secretary	C Ramaphosa

Regional Chairmen

Kimberley	A Luhlabo
Namaqualand	A Le Roux
Rustenburg	V Tsobane
Lydenburg	E Langa
OFS	J Selepe
Secunda	E Vala
Phalaborwa	E Mlondobozi
Wits	S Tsukulu
Carletonville	M Pato
Klerksdorp	M Gladile
Witbank	E Masita
Natal	E Lerata

Meetings in 1986

March 1986	Head Office
May 1986	Head Office
July 1986	Head Office

August 1986	Head Office
September 1986	Head Office
November 1986	Head Office

4. **CENTRAL COMMITTEE**

Regional Representation at Central Committee Meetings

All regions were properly represented at all Central Committee Meetings
Most branches attended Central Committee with the exception of a few.

Meetings

May 1986	Johannesburg
September 1986	Johannesburg

5. **FULL TIME OFFICIALS**

National Office

Department

Official

Administration

N Gumbi
N Ngwenya
M Mashaba
F Siyongwana
N Mothupi
L Tyalimpi
M Ngamlana

Finance

O Molekwa
M Khambule
N Mabuza
Z Makhetha

Education

H Gabriels
J Magida
P Hamnca
L Sigela
B Jonas
J Maluleke
T Sekonya

Health and Safety

H Sibanyoni

Legal

K Pillay
K Mosime
K Madiba
M Mtshotshisa
R Naidoo

Compensations

D Mabuza

Research

M Nchwe

Information

I Barendilla

Publications and Press Officer

M Golding

Regional Offices

Region

Official

Carletonville

Gideon Nomandla
Mary Rabotapi

Kimberley

M Dipico
J Itumeleng

Klerksdorp

J Molekanyo
B Maqola

OFS

K Maloka
B Citha
Z Gwele

Westonaria

R Mdange
B Komane

Wits

M Nelani
S Nanise
M Makwela

Secunda

T Mothupi

Witbank

S Mzolo
R Mahlangu

Namaqualand

M Bezuidenhout
E Cloete

Phalaborwa

A Palane
P Lepea

Rustenburg

R Molefe

Lydenburg

A Palane

Natal

P Mdletshe
J Ntshangase

6. POLITICAL CLIMATE

This Congress takes place at a decisive time in the history of South Africa. It is taking place at a time when the Botha regime has clearly run out of convincing initiatives to continue governing and has instead plunged itself into the worst political confusion and indecision the country has ever witnessed.

The crisis confronting the apartheid regime continues to deepen by the hour as its political and economic strategies fail. Indeed the crisis confronting the Botha regime has been deepening for almost 2 years and is bound to reach its inevitable climax.

The tide of resistance and opposition to the government's reform programme has reached maturity and decisive action awaits to be taken in 1987.

The State of Emergency has failed to restore law and order, hence the regime's refusal to lift it; the townships remain ungovernable because the masses have evolved alternative structures of governing themselves; the tricameral parliament has been exposed for the fraud it is; the mass detention of activists has not solved the country's problems and the economic crisis is still with us.

The regime's inability to govern our country has resulted in immense hardships for the ordinary people: rising unemployment, brutal deaths at the hands of the S A Defence Force, massive detentions of children and other innocent people, an unacceptable rate of inflation, and rising food prices. We have seen the country's resources being squandered and diverted to the homelands and the military.

The intensification of internal mass resistance and the application of international pressure against the government continues to bewilder the regime.

It is clear that the continuous resistance which started in August 1984, is not a passing phenomenon. It holds out the promise of some really basic transformation. The factors that usually combine to set the scene for a major national transformation are beginning to come together. Firstly, the ruling class has virtually conceded that it has failed to govern in the same way it has for years. Secondly, it is clear that the masses are no longer prepared to be governed in the same old way.

Thirdly, the tremendous growth of mass support for the liberation movement which heads the people's onslaught against the regime. As we move towards this dramatic transformation the interest of the working class as championed, amongst other forces, by COSATU and its affiliates must be paramount,

7. THE ECONOMIC CLIMATE

The Economic Crisis

South Africa is in a structural economic crisis. This is not a generalised crisis of profitability, because certain sectors such as mining and finance have made massive unprecedented profits. It is a crisis that emanates from the gross mismanagement of the economy and has resulted in worsening living conditions for the vast majority of working people.

On a daily basis the economic crisis deepens in spite of assurances from the Reserve Bank that an upturn is looming. The ranks of the unemployed continue to swell, an unacceptable rate of inflation is constantly with us with its devastating effects on the working people. At the same time we see millions of rands being pumped into the homelands, the tricameral system and other apartheid projects to keep the dream alive. Job creating programmes are sacrificed for expanded military budgets.

It is important that we understand the particular nature of the economic crisis if we are to challenge the employers for improved wages and conditions of employment.

What the crisis has done is to put the control of the economic resources in fewer and fewer hands. Put simply, monopoly capitalism, through widespread rationalisation, mergers, reorganisation of management structures and production techniques has put the ownership and control of the wealth of this country in the hands of a few giant companies.

These big companies aided by Botha's economic policies such as deregulation,

border industries, small business development and privatisation are trying to undercut the gains made by trade unions by depressing wages and having minimum conditions of employment enforceable.

It is the working people who have suffered the brunt of the crisis which undoubtably is a direct result of the government's policies and because capitalism does not serve the interests of the working class. We need to find alternatives which will guarantee that the wealth which is produced by the workers is enjoyed by the working class.

Sanctions

The international campaign to isolate S African has achieved unprecented success in recent years. S Africa's diplomatic, cultural, sporting, academic and scientific links with many countries have been cut. Several organisations in many countries have resources in mobilising opinion and action against apartheid and have chaneled resources to the liberation movement. These campaigns have been so effective that even foreign governments and political parties have joined the mainstream of symbolic and material action to end apartheid.

As the crisis in S African deepend in 1986, so did internal outrage against the crime of apartheid. By September 1986 20 American States, 62 American cities and at least 10 countries had taken action against US companies that invest in S Africa. American companies started cutting their S A links. Between January 1985 and June 1986 51 US companies pulled out of S Africa.

The campaign for tighter international pressure against S Africa seems set to remain on the agenda of several international pressure groups and governments for a long time to come.

COSATU at its launcing congress passed a resolution supporting all forms of pressure including disinvestment that can be brought against the S African regime to compel it to dismantle apartheid. The NUM passed a similar resolution at its Fourth Congress.

The NUM leadership has been publicly attacked by the Chamber of Mines for lacking a mandate when speaking in support of sanctions. In response to the Chamber's attack the NUM publicly re-affirmed its support for international economic pressure against S Africa and further affirmed that its leaders had a clear Congress mandate to speak on the matter.

While the sanctions debate continues to rage an immediate assesment of the effects of sanctions on both jobs and the economy needs to be done. COSATU has commissioned such a study to be done.

We must not lose sight of the fact that sanctions, and other forms of international action, are in solidarity with the liberation struggle in S Africa. They are not a substitute for, or a more fundamental form of, that struggle. We therefore need to examine how these sanctions will advance struggles being waged inside S Africa.

Unemployment

The population of S Africa in 1986 was around 33 million, of whom about 12 million are classified as economically active.

The Small Business Development Corporation puts African unemployed at 4 million, equal to 25-30% of the economically active population. The government however, claims that only 520 000 Africans are unemployed. In contrast a recent estimate by Wits University academics claims that there are 6 million unemployed workers and that 4 million of these have been unemployed since 1981.

It is not only the number of unemployed that has increased alarmingly, it is the length of time that workers have remained unemployed that has increased. Unemployment is clearly hitting black workers and youth hardest.

An analysis of the extent of unemployment shows that all sectors of the economy have suffered job losses in the eighties with the exception of the gold mining industry which expanded by over 60 000. Excluding gold mining, nearly 30 000 workers in other sectors of the mining industry lost jobs. Iron ore mines lost nearly 25% of their labour, asbestos lost 44% and manganese ore lost 70%.



Other industries also lost jobs :

Manufacturing	-	140 000
Metal industry	-	70 000
Construction	-	75 000
Agriculture	-	280 000

Many of these job losses took place without adequate consultation with workers, and both the bosses and the government have failed because of their bankrupt policies, to protect jobs and fight unemployment. The bosses have instead adopted shameful brutal methods of acting against unionised workers and thus have added to the unemployment crisis. The notorious actions of Gencor in dismissing 23 000 workers at Impala last year is an example, as well as the dismissal of 14 000 workers by Anglo American at Vaal Reef and 6 000 Sasol workers in November 1984.

The Chamber of Mines which accuses the President and General Secretary of the NUM of irresponsibility and callousness in advocating sanctions because of the potential loss of jobs obviously do not regard the actions of their affiliated companies as causing job losses.

Dependence of S A economy on minerals

The blood and sweat of mineworkers always helps the S African economy balance its books as S Africa continues to rely on minerals earnings.

S Africa has always been a one product economy and is becoming more so. Whereas gold provided some 30%-35% of export earnings 20 years ago, it now contributes about 50%. Other minerals and metal products are also major export earners, making up another 25% of the total. Whats more, these minerals products still have more potential for growth than manufacturing despite declining world consumption of minerals and metals. For the foreseeable future this reliance on minerals is likely to increase.

At present most minerals are exported in basic form, and further beneficiation of these products would yield massive increases in earnings and increase

job opportunities. Minerals can be put through four distinct stages of production - mining, then raw beneficiation, followed by refined beneficiation and finally, manufacturing. S African producers tend to engage in only the first two. Whilst the minerals sector of the S African economy will grow in importance the present policies of the mine bosses are not designed to improve the living standards of mineworkers in general.

8. MINERAL PRODUCTION

Gold

In 1987, the S African gold mining industry enters its second century, after a century of immense hardship for black gold miners who have been and continue to be exploited and paid miserably low wages.

In spite of gold being the highest foreign exchange earner for the country the workers who dig this wealth are still lowest paid workers apart from agricultural workers. Their conditions of employment are still the worst when compared to other industrial workers.

The toil and sweat of gold miners produced an estimated 610.7 tons of gold in 1986 worth approximately R m 2,171 811.2, A bulk of that amount of money will no doubt be paid to the government in taxes to bolster the apartheid regime.

Coal

South African coal fields are located around Witbank and other parts of the Eastern Tvl and Natal. Six mining groups control most of the coal mining industry. Three of the groups AAC, Gencor and Rand Mines account for 60% of all coal production. S Africa ranks as one of the top 5 producers in the world.

S A produces 30% of the steam coal bought internationally, and power stations



around the world have been commissioned using S A steam coal.

Coal production in 1986 was 170.7 million tons worth R million 5283.3.

126.3 million tons were used domestically with 44.4 million tons being exported.

Coal has been the second largest foreign exchange earner after gold for over 5 years.

There were 110 000 workers employed in the coal mines in 1986, 85 000 of them being black workers. An estimated 30 000 of the workers are involved in export coal production.

S African coal has over the last few years been the cheapest on the world market because the wages of black coal miners are some of the lowest in the world. S African coal producers have thus been undercutting other coal producing countries because our coal is so cheap.

Platinum

The exact figures for platinum production are kept secret. Estimates are that the exported production is worth over a billion rand. S A supplies between 70% and 80% of the total world market with the Soviet Union and Canada supplying a further 19% and 3% respectively.

Rustenburg Platinum Mines is the world's top producer of platinum followed by Impala Platinum and Western Platinum.

Unionisation of workers in this sector has just started and we hope it will continue more rapidly.

Iron Ore

A large percentage of iron ore mining for export occurs at Sishen in the North Western Cape with the remainder being mined at Thabazimbi. Iscor

produces over 80% of the iron ore exports.

S Africa stands about 8th in the ranking of world iron ore production.

The unionisation of workers at Thabazimbi and Sishen is proceeding very well with recognition in sight within this year.

Manganese

S Africa accounts for 78% of high quality identified manganese reserves and is the West's largest exporter. Samancor is the major manganese mining company of the manganese mined in the North Western Cape, 65% is exported.

There are about 3000 workers involved in manganese mining. The unionisation of these workers started recently.

Chrome ore

It is estimated that 83% of the world's reserves of chrome ore in the Bushveld region.

There are about 7000 workers employed on the chrome mines and over 60% are members of the NUM.

Asbestos

Asbestos mines are found in the Northern Cape and in the Eastern Tvl. S A is the second largest producer of asbestos after Canada.

There has been a decline in the demand of asbestos due to the slump in the world building and construction industries and also the restriction of the use of asbestos because of health hazards to workers.

Over 90% of production is exported. There are about 6000 workers employed in asbestos mines. Good progress is being made in organising these workers.

Copper

The copper market has been depressed for the last 5 years due to the decline in world consumption.

Mining of copper occurs in the E Transvaal, N Transvaal and Northern Cape. 60% of total output comes from Palabora Mining Company where the NUM has a large membership.

Diamonds

Sales of diamonds by the Central selling organisation (CSO) amounted to R5 910 million in 1986.

9. INDUSTRIAL ACTION

Mineworkers continued in 1986 to advance, and protect their hard won gains through varied forms of struggles which took the form of strikes, go-slows, underground sit-ins and liquor outlet boycotts.

Through various forms of action mineworkers demonstrated their indestructible unity and the growing capacity of this phenomenon is graphically illustrated by their defiant participation in no less than 113 strikes which involved well over 250 000 workers excluding the mass stayaways on May Day, June 16, July 14 and October 1.

Mineworkers accounted for 42,8% of total number of mandays lost.

Most of the strikes proved extremely successful given their lightning nature. Most concerned dismissals and victimisation of active union members.

The coal miners in Witbank showed the way forward on how to co-operate with youth and community organisations in effective united action.

Apart from the 113 strikes mineworkers participated in the massive stayaways that were a feature of workers struggle in 1986.

On 1 May some 250 000 mineworkers joined 2 million workers countrywide to celebrate Workers Day. Although mineworkers have largely not yet won May Day as a paid holiday with negotiations still to be held this day will never again be a working day for mineworkers.

June 16 saw 150 000 mineworkers take action to remember the Soweto uprising of 1976. The granting of June 16 as a paid holiday will no doubt be on the wage negotiations agenda because the alliance between the youth and workers is important.

On 14 July COSATU called a Day of Action and 40 000 mineworkers responded to the call, however overall response by mineworkers was poor because not enough time had been left for proper mobilisation and then again many mineworkers had been involved in rolling action in protest against the detention of their leaders under the State of Emergency regulations.

The Kinross Day of Mourning saw the biggest single strike action ever taken by mineworkers when 320 000 mineworkers struck to mourn the Kinross fallen miners. An additional 300 000 workers from other COSATU affiliates and other progressive organisations responded to the call to make October 1 one of the biggest stayaways in 1986.

The massive stayaway by mineworkers ought to be a warning that if mine management continue to neglect safety it will cost them more than a day's production.

As mineworkers in 1986 raised their struggle to a high point, mine management accused the NUM of disregarding established dispute resolution procedures. In typical fashion the mine bosses refuse to come to reasonable terms with the frustrations that mineworkers experience in a repressive society. The mine bosses instead in dealing with workers grievances have taken full advantage of the structures, networks and laws of apartheid to undermine union organisation. They have used the migrant labour system, threats of repatriation, the might of the police and army, court interdicts and the inevitable right to

dismiss workers on a massive scale.

Workers are desirous of institutionalising conflict but then the above issues must be addressed or else no option is left but to utilise other methods to seek relief.

Labour relations does not constitute an arena uncontaminated by ills of the apartheid system. What limited rights workers have won will ultimately be enhanced when the other political and social inequities have been addressed.



10. WAGE NEGOTIATIONS

The NUM participated in no less than twenty five separate sets of negotiations in 1986 an increase of nine from 1985.

The major negotiations were with the Chamber of Mines for Coal and Gold Miners and De Beers for Diamond Miners. The Gold and Coal negotiations with the Chamber were long and drawn out and characterised by the Chamber's insistence on certain pre-conditions before even addressing the NUM's demands.

The state of emergency had an adverse effect on the wage negotiation process as some members of the negotiating team had to be in hiding for fear of being detained.

When the negotiations finally got underway a dispute was declared as it was clear the Chamber did not have the intention to settle. After several meetings at the Conciliation Board and Mediation it once again became evident that the Chamber wasn't taking the union seriously. It was only when preparations for a national strike were underway that the Chamber capitulated and tabled a more reasonable offer.

The negotiating team's mandate was that it should in 1986 win income security and an improved wage increase. Both these goals were achieved except that Gold Fields and Rand Mines on coal mines, refused to make any further wage offers. A strike involving 35 000 Gold Fields workers brought Gold Fields to the negotiating table where talks are still continuing.

Other sets of negotiations were not substantially different from the Chamber negotiations.

What is clear from the negotiations in the past years is that an effective strategy needs to be developed to counter the Chamber's bad faith bargaining.

12. REPATRIATION

The South African regime once again demonstrated its political irresponsibility when it announced that Mozambican Workers would be barred from recruitment to South Africa and those already working would not be allowed to return once their contracts had expired.

The threatened action came as no surprise to the NUM as it was seen as part of the destabilisation programme which was being perpetrated by South Africa against the Front Line States.

As soon as the announcement was made the threatened repatriation became the sole topic of discussion in all the union's structures with careful planning for action.

As the plans to react to the threatened repatriation were reaching maturity we learned that the government had reversed its decision, and thus allowing a large number of workers to continue working. We need to be alert and ready in case this indecisive government changes its mind once more.

In accordance with the Fourth National Congress resolution the union is committed to help workers who may be threatened with repatriation.

13. GOVERNMENT LEGISLATION

The discriminatory Mines and Works Act came under the spotlight again during 1986. Although the state had indicated that it intended effecting acceptable changes to the legislation this was not the case as it sought to introduce changes that would have the same discriminatory effect as the present law.

The NUM was invited to present its views on the proposed amendment to the Standing Committee on Mineral and Energy Affairs. The National Executive Committee decided that we should make use of the opportunity to make our stand known once and for all. A detailed memorandum was presented to the Standing Committee.

The thrust of the union's argument was that the amendment was designed to allay the fears and apprehensions of white workers, without taking into account the apprehensions and aspirations of black mineworkers. We stated that the amendment cannot pledge to remove racial discrimination when the steps required to do so yield to the demands of a particular group. The memorandum presented to the Committee suggested a more acceptable definition of a competent person.

The government seems bent on finalising this matter later this year. Should the amendment still have discriminatory provisions in it a turbulent scene will have been set for the mining industry as black mineworkers will not accept discrimination once again.

14. VIOLENCE ON THE MINES

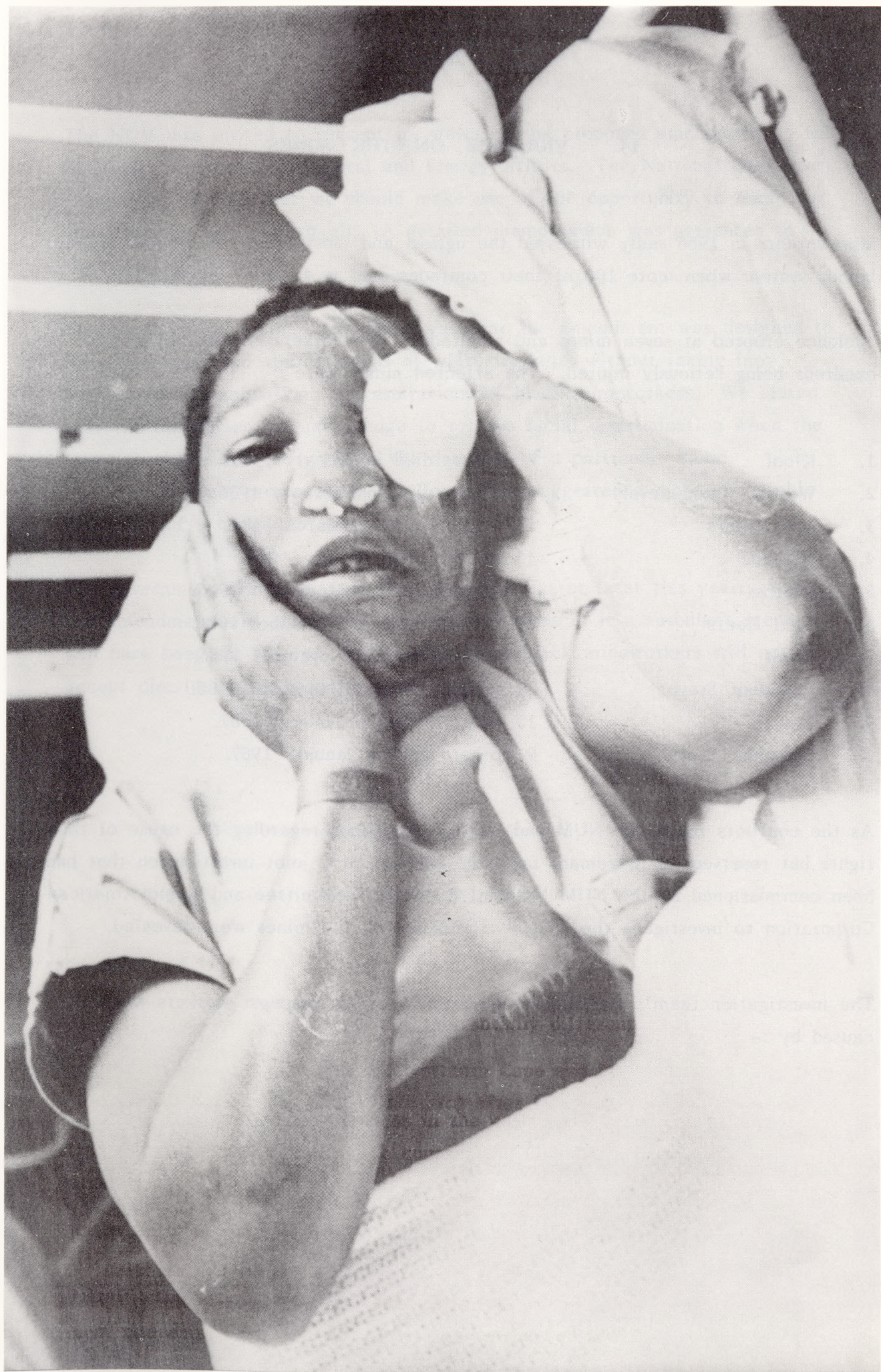
Mineworkers in 1986 sadly witnessed the ugliest and most cruel side of the migrant labour system when more 100 of their comrades died in faction violence.

Violence erupted at seven mines and resulted in 133 workers getting killed and hundreds being seriously injured. The affected mines were :-

- | | | | |
|-----|---------------------|---|-----------------------------------|
| 1. | Kloof | - | 7 workers died in January 1986. |
| 2. | Western Deep Levels | - | 7 workers died in February 1986. |
| 3. | Vaal Reefs | - | 14 workers died in March 1986. |
| 4. | Hlobane | - | 11 workers died in June 1986. |
| 5. | Kinross | - | 3 workers died in September 1985. |
| 6. | Vaal Reefs | - | 33 workers died in November 1986. |
| 7. | Kloof | - | 10 workers died in November 1986. |
| 8. | President Steyn | - | 29 workers died in December 1986. |
| 9. | Beatrix | - | 10 workers died in January 1987. |
| 10. | President Steyn | - | 9 workers died in January 1987. |

As the conflicts raged the NUM had its own suspicions regarding the cause of these fights but reserved its judgement until the findings of a joint investigation that had been commissioned by the NUM National Executive Committee and Anglo American Corporation to investigate the causes of violence on the mines were revealed.

The investigation team's findings revealed that conflict amongst workers was caused by :-



1. The appalling conditions of employment on the mines were a source of immense unhappiness amongst workers and that this often led to conflict particularly when workers decide to take action to redress the situation by directing their anger at management and its representatives such as indunas.
2. Hostel conditions which the team found to be the single most important cause of violence. It was found that the highly regulated environment of the single sex hostels and the complete lack of control by workers of their lives leads to conflicts.
3. Historical ethnic differences are in themselves not causes of conflict but conflict tends to be channelled along ethnic lines.
4. Mine management's anti-union tactics were found to cause conflicts amongst workers.
5. The team found that outside forces do exist and that they had offered their services to management.

The report is historic and authoritative in that it once and for all categorically explains why conflicts of this nature occur.

The NUM has long called for the abolishment of the migrant labour system. Congress has before it the most important resolution dealing with the migrant labour system, organised and unorganised mineworkers await the decision of this Congress as their only hope for survival.



15. EDUCATION

The Education Department made outstanding progress in 1986. 989 Shaft Stewards participated in the 26 seminars organised by the department. The State of Emergency had a disruptive effect on the planned activities of the department.

The most significant event was the seminar the department organised for Shaft Stewards of the Mineworkers Union of Namibia at Rossing Mine in Swakopmund.

Courses conducted in 1986

1. Basic Shaft Stewards Course

The Basic Shaft Stewards Courses were held at ten branches with 230 shaft stewards participating.

2. Regional Leadership Course

Nine (9) Regional Leadership Courses attended by 477 Regional Leaders were held at the following regions:-

O F S	Carletonville
Namaqualand	Kimberley
Witbank	Klerksdorp
Secunda	Wits
Lydenburg.	

3. National Leadership Advanced Course

Forty two (42) National Leaders participated in National Leadership Advanced Course where three outside speakers were invited.

4. Collective Bargaining Course

Seventy (70) participants took part in a Collective Bargaining Course.

5. Sanctions and Disinvestment Course

Thirty three (33) shaft stewards attended the course on Sanctions and Disinvestment.

6. International Trade Union Course

Twenty nine (29) participants from 8 regions took part in the International Trade Union Course after which six of the participants went to represent the NUM in Germany, Sweden and Belgium.

7. New Technology Course

Twenty four (24) participants attended the New Technology Course.

8. National Staff Seminar

All staff members attended the Annual Staff Seminar.

9. Basic Organiser's Course

The eighteen (18) organisers and full time shaft stewards of the NUM attended the Basic Organisers Course.

10. Study Circle Course

Twenty four (24) Shaft Stewards attended the Study Circle Course.

National Education Sub-Committee (NESCO)

The National Education Sub-Committee was charged with the task of running the activities of the Education Department.

The NESCO comprised of the following members:-

Chairman	J Hlalele
Vice Chairman	S Mantashe
Secretary	A Mohale
Treasurer	A Naale

Chairman of each Regional Education Sub-Committee.

The NESCO met regularly during the year.

Progress has been made in establishing Regional Education Sub-Committees ten (10) regions.

Education Conference and Rally

The Education Department organised an education conference and rally during November 1986. The conference attended by 300 delegates was the highlighting of the year's education activities.

16. SAFETY

Safety continued to occupy centre stage in the union's activities in 1986, despite the safety department being under staffed.

Noise Project

The Technical Advice Group was commissioned to do a project on the hearing of machine operators. 300 machine operators were tested for hearing at four mines. The results and analysis of the tests are expected soon as they will help us assess the extent of the loss of hearing problem in the industry amongst workers.

PUBLICATIONS

Compensation Manual

A booklet on compensation has been published and will be distributed at Congress.

Miners Manual

Work is proceeding on the Miners Manual. Some sections of the manual have already been completed and it is hoped the full manual will be published at the end of 1987.

A Thousand Ways to Die

Learn and Teach was requested to simplify the research report done by Jean Leger. Ten thousand copies of the booklet were produced and the booklet was launched in September 1986 at a meeting attended by about 100 people. Press coverage of the booklet was good.

Noise Booklet

A noise booklet was produced jointly with TAG. The booklet was widely distributed among workers and proved to be effective.

Chamber of Mines Health Care Delivery Services

The Chamber has indicated their intention to rationalise health care services on the mines. This intended rationalisation in our view will lead to the deterioration of health services on the mines. This move needs to be vigorously opposed.

Accidents

By the end of June 1986 the mining industry had killed 285 workers in accidents. The total figure for the year still has to be finalised.

The Kinross Disaster

On the morning of 16 September 1986 177 workers were tragically killed in the worst accident in the history of the gold mining industry. There was a world wide outcry at the managements's serious neglect of recognised safety precautions.

As soon as the accident was known the NUM leadership firstly immediately took actions to defend the interest of the deceased or injured workers. Secondly, the NUM took steps to override management's control over information by revealing some of the events surrounding the accident and thirdly the NUM mobilised workers to protest the poor safety standards exemplified by the disaster.



Within hours of the first details of the accident being announced, the NUM's organisational and legal instructure wheeled into action. The top leadership of the union, demanded and was granted the right to attend the inspection by the Government Mining Engineer. The following day of the accident shaft stewards and union officials started interviewing survivors to establish the circumstances surrounding the accident. A week later two international experts Dr. H Eisner from Great Britain and Dr P Westerholm from the Swedish Miners arrived from abroad to investigate the accident on behalf of the union.

Within a week after the accident the Chamber in press statements started distancing themselves from the mine's gross negligence. A week after the accident the NUM organised Memorial Service for the fallen miners. The service was attended by 15 000 workers at Secunda.

As the details of the disaster were revealing gross negligence, the Minister of Mineral and Energy Affairs promised that a judicial inquiry would be held.

The Minister of Foreign Affairs invited international safety experts to come and inspect the standard of mine safety in South Africa. This invitation was in response to a call made by the West German Foreign Minister. The State President repeated the invitation to international experts to come and see for themselves.

The international team of experts is presently being assembled from a number of European Countries and will soon announce a date they will come to South Africa to investigate mine safety. The Miners International Federation has been requested to co-ordinate the investigation.

On 1 October the NUM called for a day of mourning. 320 000 mineworkers needed the NUM's call and mourned the fallen miners.

An additional 325 000 workers from COSATU affiliates supported the miners through stoppages that ranged from a stay away to prayer services at work.

October 1 was the greatest stoppage in the history of mining involving one out of every two black miners.

Safety Conference

A safety conference was held on 17 May 1986 attended by about 250 Safety Stewards from all regions. A number of important resolutions were passed on issues to be tackled during 1986-87.

17. LEGAL DEPARTMENT

In 1986 a fully fledged Legal Department was established with five (5) staff members.

The functions of the legal department can be summarised as:-

1. Providing legal assistance to union members;
2. Providing legal advice to the union structures;
3. Providing legal education to union members and the full time staff; and
4. Publishing legal publications.

Despite the various organisational difficulties with regard to case-handling at regional level the department made impressive strides in achieving its objectives.

1. Legal Assistance To Members

345 cases involving 650 members were handled. The cases ranged from unfair dismissals to retrenchments.

2. Legal Advice To The Union's Structures

Head Office, eight regional committees and thirteen branch committees sought legal advice and opinions. A response to the Labour Relations Act was recently prepared and was presented to COSATU.

3. Legal Education

A planned legal course failed to be held due to shortage of staff.

4. Legal Publications

Various legal publications dealing with labour law, the right to strike, disciplinary procedures and unfair labour practices were published and disseminated to shaft stewards on all branches.

These publications have proven to be very useful to our shaft stewards as they serve to equip them when they represent members to management.

18. RESEARCH

The Research Department Staff participated in the NUM/AAC Investigation on mine violence. Our union's participation in the investigation was historic and of great significance.

A research on Job Grading was initiated and has already revealed a number of serious problems inherent in the Patterson Grading System used by the mine bosses.

19. INFORMATION

The Information Department prepared produced a number of publications most important among them being the "Update" which has proved to be popular amongst members.

20. PUBLICATIONS

The Publication Department published two issues of NUM News as well as "Five Brave Days" dealing with the 1946 Mineworkers Strikes.

Much of the Publication Department Staff time was consumed in dealing with the Press.

21. INTERNATIONAL AFFAIRS

The NUM's international contacts continued to increase as the union formed meaningful links with progressive international organisations within the ambit of the international policies prescribed by COSATU.

Miners International Federation

Our affiliation to the MIF remains intact.

The MIF has proved to be an organisation that is always willing and prepared to advance the NUM's cause. Within its own structures the MIF has passed militant resolutions on S Africa and supports our struggle from national oppression and exploitation.

The NUM paid an affiliation equal to R30 000 for 1986.

The MIF continued to support our Education project.

We were represented at the MIF National Executive Committee meetings by Comrade Jeffery Mutandare President of the Zimbabwean Miners Union.

The MIF holds its next Congress in 1988. It will be important to have a sizeable number of delegates from the NUM attending.

Southern African Miners Federation

The activities of SAMF, whose President is J Motlatsi the NUM President were limited to seminars attended by our union in Zimbabwe.

Affiliates need to show more commitment to this federation as it has an important role to play in the region.

Affiliated miners unions are: Zambia, Zimbabwe, Botswana Lesotho and S Africa. Swaziland, Zaire, Mozambique and Angola have not been able to attend meetings.

It is hoped that the Mineworkers Union of Namibia will affiliate to SAMF.

The African Federation of Miners' Trade Unions

The Central Committee in May 1986 approved the affiliation of the NUM to the African Federation of Miners Trade Unions which is based in Algeria and has 35 African countries affiliated to it.

The AFMTU is affiliated to the Organisation of African Trade Union (OATU) in turn.

A delegation led by the NUM President attended the AFMTU conference in Egypt where the NUM was elected Second Vice President which position is occupied by Comrade E Masita.

A further conference is planned for this year in Algeria where the NUM is expected to send a delegation.

International Visits

Egypt	a delegation of four represented NUM at AFMTU conference.
Sweden	at the invitation of the Swedish miners five comrades toured Sweden.
W. German	five comrades were the guests of the German Miners' Union and attended a Youth Miners conference where financial assistance was given to help unemployed miners
Zimbabwe	four comrades attended a seminar on health and safety in Harare.
France	the President and General Secretary visited the International Miners Organisation head office in Paris for talks.

England

the President and General Secretary attended the British NUM conference and got a very warm reception. Strong links have since developed between the two unions.

England

two comrades attended an IMO conference in London.

Namibia

our relations with the Mineworkers of Namibia are becoming stronger.



22. INDUSTRIAL RELATIONS

Worker - Employer Relations

Since mining was started many practices were established which have kept workers subjugated, disorganised and divided. Relations of white workers and black workers to the mine employers have also denied trade union rights and opportunities for advancement. White workers were protected by the job colour bar and their racist unions.

It required the spontaneous and organised struggles by black miners to change the power relations on the mines. As always this was fiercely fought by the mine barons.

The mine owners have always conducted their industrial relations on the basis of co-optation and subjugation where workers have refused to co-operate in their evil schemes, the weight of repression and brute force was brought to bear on them.

Not since the 1940's, with the African Mine Workers Union, did mineworkers have a voice to speak and represent their interests.

Today, the NUM is that undisputable voice, it is an instrument for change in an industry well-known for its racism and paternalism.

There is one point the mine industry must be clear on. They cannot have labour peace and harmonious industrial relations, if they do not remove the source of conflict. They cannot expect peace when the structures which cause hardship are still intact. For 100 years, the mine owners have not played according to acceptable industrial relations rules, yet today, when it is challenged by the NUM, it wishes the mineworkers to play according to the industrial rules.

The strikes which have taken place during 1986 are the result of workers' refusal to be subjugated and co-opted by management. It is an undeniable fact that mine managements are aided by the state's apparatus in their attempts to subjugate and co-opt mineworkers.

The class alliance between the apartheid government and the mining industry is clear for all to see. We do not accept their behind-the-scenes action can

do any good if it cannot be evaluated in public.

The mining industry refusal to renudiate the regime, disobey its evil and immoral laws is indicative of the benefits it derives from its alliance with the government.

The mining industry must say clearly where it stands. More than that, it should act on its convictions and inaugurate the process of corporate disobedience against the regime.

The paternalism is still all pervasive. There is much talk of what if want to do. Yet nothing can be seen from the ideal talk and lofty plans. As always the mining industry believes it knows what the mineworkers want. They have refused to implement the union's proposals which will result in better labour relations.

Repression, intimidation and victimisation by management, mine security and its agents continue. Hundreds of workers sustained injuries through trigger happy mine security. Victimisation was clearly proved in the spamer case brought by the NUM to the Supreme Court, interdicting spamer and an Induna from assaulting a union steward.

Industrial Relations, will not improve unless the arrogant paternalism ends. It will deteriorate if the substantive issues which generate conflict are not removed.

It is no use treating the symptoms of problems on the mines. It is the cause which must be addressed. The mining industry's failure to address the fundamental issues show clearly the bankruptcy of its industrial relations policies and the short-sightedness of its leadership.

Regular Negotiations with the Chamber of Mines

During 1986 the NUM started having regular negotiations with the Chamber on numerous industry matters. Agreement has been reached on industry parameters for disciplinary, grievance procedures and levels of collective bargaining.

During the course of these negotiations, the Chamber has shown a reluctance to conclude an Industry Safety Agreement. The Chamber's refusal to accept the NUM's proposals on the Safety Agreement is indicative of the Chambers disregard for safety. It is becoming clear that the Chamber seeks a confrontation with the NUM over safety.

Recognition of Full Time Shaft Stewards

A milestone was achieved when De Beers agreed to recognise full-time Shaft Stewards at its diamond mines. Negotiations with other companies are in progress to have further Shaft Stewards recognised.

This is one of the most significant achievements for the NUM as this will improve the quality of the service the union will give to members.

Job Grading

A job grading research conducted by the NUM Research Department revealed that the present job grading system in the industry was designed to underpay and exploit workers. A much more extensive research is planned after which negotiations with the bosses will commence.



23. COSATU

The NUM's affiliation to COSATU has strengthened and rejuvenated our organisation nationally, regionally and at branch level. Mineworkers are proud to be members of the Workers' Congress and have participated in COSATU activities with commitment.

COSATU has proved to be the most militant political home mineworkers could ever have. NUM members have taken action to advance COSATU's policies.

The formation of CUSA/AZACTU is regretted as it perpetuates workers' disunity. The NUM is committed to the principle of "ONE COUNTRY ONE FEDERATION" and maintains that every union that regards itself as progressive should be in COSATU.

Central Executive Committee

NUM attended all COSATU Central Executive Committee Meetings in 1986, where NUM participated in taking important decisions affecting the federation and its affiliates.

Mergers

At the COSATU Launching Congress a resolution was adopted to the effect that should union mergers not be progressing a Special Congress should be called.

Merger talks have not progressed as well as we all thought they would. It was wisely thought that unions needed more time to work on the mergers.

Important mergers have taken place but more progress needs to be made before the COSATU Congress in July 1987.

UMMAWOSA has transferred approximately 3 000 members employed in the Lydenburg region to our union.

If COSATU is to be a formidable force that will confront capital and the regime mergers will have to be completed this year as the task that lies ahead is still great.

COSATU Regions

Eight COSATU regions have been launched with three NUM members having been elected as Regional Chairmen of three regions.

Wits Region	-	Paul Nkuna
Highveld Region	-	Gwede Mantashe
Western Transvaal	-	Tshepo Motaung

The O F S Region is to be launched in a few weeks.

Cosatu Locals

COSATU Locals have proved to be the most important structure within COSATU where workers can take important decisions for action. NUM Shaft Stewards participation in locals has been lacking and needs to be improved.

COSATU Campaigns

May Day

May Day was the biggest and most successful campaign COSATU led, when almost 2 million workers celebrated workers' day.

JUNE 16

In spite of the disruption caused by the regime through the State of Emergency COSATU affiliates supported the June 16 stay away in a massive way.

Conclusion

As we hold this most important Fifth Congress there are comrades, members of our union who are languishing in the regime's cells having been detained under the state of emergency.

We know that the following comrades are with us in spirit even if they are not here in body:

<u>NAME</u>	<u>REGION</u>
1. Johannes Phate	OFS
2. Sidwell Mdlulwa	"
3. Voice Tyokolo	"
4. Wellington Khopli	"
5. Masika Mofokeng	"
6. Charles Faleni	"
7. Michael Boya	"
8. Victor Mhlala	"
9. Thabiso Lenka	Klerksdorp
10. Vuyani Mandlakane	"
11. Solomon Rasmeni	"
12. Kaizer Molewa	Carletonville

MEMBERSHIP AND

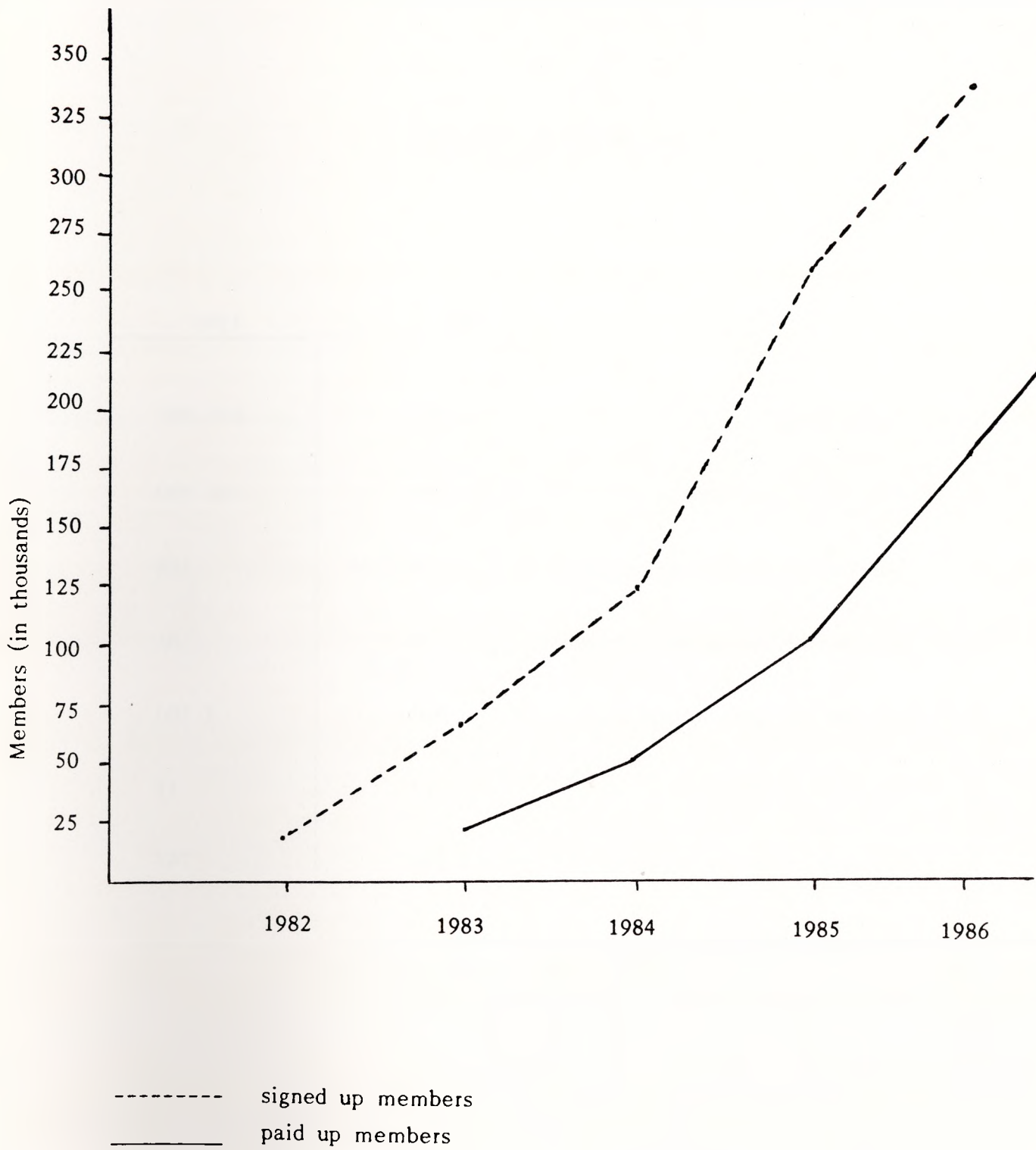
WORK STOPPAGE

ANALYSIS

MEMBERSHIP ANALYSIS

	1986	1985
1. Membership	344 320	250 000
2. Paid-up Membership	227 586	100 000
3. Number of organised companies	178	128
4. Number of recognised companies	73	65
5. Number of shaft stewards	5 060	3 500
6. Number of regions	13	11
7. Number of safety stewards	1 200	767

MEMBERSHIP



PAID-UP AND SIGNED MEMBERSHIP

KIMBERLEY REGION

NAME OF MINE	PAID-UP	SIGNED-UP
1. DE BEERS KIMBERELY	1 375	
2. DE BEERS GEOLOGY	205	
3. DE BEERS FINSCHE	1 058	
4. DE BEERS SAMMAMCOR		310
5. ASSOCIATED MANGANESE		697
6. MESSINA DIAMONDS		188
7. DE BEERS LIME ACRE	30	
8. SISHENG IRON ORE	327	
9. PERING MINE		8
TOTAL MEMBERSHIP	2 668	1 203

PAID-UP AND SIGNED-UP MEMBERSHIP

SECUNDA REGION

NAME OF MINE		PAID-UP	SIGNED-UP
1.	WINKELHAAK		5 025
2.	LESLIE	2 705	
3.	BRACKEN	2 300	
4.	NEW DENMARK	1 178	
5.	KINROSS	4 369	
6.	USUTU	651	
TOTAL MEMBERSHIP		11 203	5 025

PAID-UP AND SIGNED UP MEMBERSHIP

PHALABORWA REGION

NAME OF MINE	PAID-UP	SIGNED UP
1. FOSKOR		1 728
2. P.M.C.	2 135	
3. CONS. MURCHISON	1 552	
TOTAL MEMBERSHIP	3 687	1 728

PAID-UP AND SIGNED-UP MEMBERSHIP

NAMAQUALAND REGION

NAME OF MINE		PAID-UP	SIGNED-UP
1.	DE BEERS NMD	1 994	
2.	WESKUS MYNBOU		37
3.	BUFFELSBANK	242	
4.	REUNING		187
5.	BROCKWELL		13
6.	WOLFBERG		58
7.	O'KIEP COPPER CO.		920
8.	C.D.M.	130	
9.	ALEXANDRA BAI		63
10.	BAKEN		131
TOTAL MEMBERSHIP		2 366	1 420

PAID-UP AND SIGNED-UP MEMBERSHIP

RUSTENBURG REGION

NAME OF MINE		PAID-UP	SIGNED-UP
1.	WESTERN PLATS		823
2.	RUSTENBURG PLATINUM	2 024	8 470
3.	SAMANCOR		180
4.	HENRY GOLD		509
5.	CHROONBRONNE		68
6.	RUSTERNBURG REFINERS		80
TOTAL MEMBERSHIP		2 024	8 342

PAID-UP AND SIGNED-UP MEMBERSHIP

LYDENBERG REGION

NAME OF MINE		PAID-UP	SIGNED-UP
1.	THABAZIMBI		778
2.	GROOTGELUK		26
3.	TUBATSE		536
4.	C.M.I.		251
5.	WINTERVELD CHROME	1 179	
6.	VERREF	118	
7.	PENGE		260
8.	RAND LONDON		37
9.	ROOIBERG TIN		420
10.	CULLINAN MINERALS		45
11.	CENTRAL WORKSHOP		
12.	TEBA (SOEKMEKAAR)	40	
13.	MICA		26
14.	C. MINE		268
15.	MARTIN AND ROBSON		68
16.	NEPTUNE T.G.M.E.		53
17.	DILOKONG CHROME		180
TOTAL MEMBERSHIP		1 337	3 525

PAID-UP AND SIGNED-UP MEMBERSHIP

KLERKSDORP REGION

NAME OF MINE		PAID-UP	SIGNED-UP
1.	STILFONTEIN	4 307	
2.	HARTBEESFONTEIN	1 923	
3.	VAAL REEFS EAST	24 079	
4.	BUFFELSFONTEIN		8 871
5.	VAAL REEFS HOSP.		128
6.	VAAL REEFS SOUTH		
7.	VAAL REEFS WEST		
TOTAL MEMBERSHIP		39 309	8 999

PAID-UP AND SIGNED-UP MEMBERSHIP

ORANGE FREE STATE REGION

NAME OF MINE	PAID-UP	SIGNED-UP
1. SAAIPLAAS DIVISION	6 661	
2. PRESIDENT BRAND	13 222	
3. PRESIDENT STEYN	11 890	
4. FREE STATE GEDULD	9 368	
5. FREDDIES	8 906	
6. WESTERN HOLDINGS	16 549	
7. OPPENHEIMER HOSP.	353	
8. UNISEL		2 175
9. HARMONY		20 000
10. BEATRIX	2 760	
11. ERFDEEL	1 762	
12. ST. HELENA	4 258	
13. LORRAINE		3 898
14. TEBA		
15. ERFDEEL SINKERS		716
TOTAL MEMBERSHIP	75 729	26 789

PAID-UP AND SIGNED-UP MEMBERSHIP

CARLETONVILLE REGION

NAME OF MINE		PAID-UP	SIGNED-UP
1.	BLYVOORUITZICHT	5 226	
2.	DEELKRAAL	3 552	
3.	WEST DRIEFONTEIN	9 443	
4.	EAST DRIEFONTEIN		9 000
5.	ELANDSRAND	4 582	
6.	WESTERN DEEP LEVELS	15 153	
7.	DOORNFONTEIN		7 000
8.	WESTERN DEEP (SOUTH)		5 000
9.	GOLDFIELDS CEMEN.		29
TOTAL MEMBERSHIP		35 888	21 029

PAID-UP AND SIGNED UP MEMBERSHIP

NATAL REGION

NAME OF MINE		PAID-UP	SIGNED-UP
1.	VRYHEID CORONATION	955	156
2.	ALPHA ANTRICATE		102
3.	DURNACOL		69
4.	ALOE MINERALS		49
5.	TSELENTIS		136
6.	MAC ALPHINE		35
7.	KILBACHAN		15
8.	BROCKWELL		7
9.	DURBAN NAVIGATION		
10.	THREE SISTERS		41
11.	HLOBANE		1 417
12.	AMMONIUM		22
13.	LONGRIDGE		13
TOTAL MEMBERSHIP		955	2 062

PAID-UP AND SIGNED-UP MEMBERSHIP

WITWATERSRAND REGION

NAME OF MINE	PAID-UP	SIGNED-UP
1. TEBA	286	
2. RAND REFINERY	207	
3. ERGO	646	
4. CHAMBER SPORT CLUB	60	
5. COAL BROOK		
6. MARIEVALE	1 057	
7. GROOTVLEI	4 640	
8. E R P M		7 067
9. CULLINAN PREMIER	1 553	
10. SPRINGFIELD		637
11. MODDERFONTEIN CONS.		1 105
12. NEW VAAL	128	
13. ZINCOR	573	
14. SIMMERGO		389
15. WIT NIGEL		779
16. VILLAGE MAIN		111
17. RAND MUTUAL HOSP.	200	
18. DELMAS		161
19. SIGMA		551
20. RAND MINES MILLING		398
21. MODDERBEE		94

22.	MINTEK	!	!	293
23.	IMPALA REFINERY	!	!	1 123
24.	S.A.LAND	!	!	53
25.	HIPPO QUARRIES	!	!	185
26.	PRIMROSE	!	!	875
28.	NIGEL MINE	!	!	233
29.	SAND SALES	!	!	35
30.	SALLIES	!	!	8
31.	CHAMBER HOSP.	!	!	85
32.	GLENCAINE	!	!	22
33.	QUARRIES JUKEI	!	!	18
34.	CHAMBER SPRINGKELL	!	!	46
35.	LITTLE DYNAMITE	!	!	61

TOTAL MEMBERSHIP		!	9 350	!	14 329
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PAID-UP AND SIGNED-UP MEMBERSHIP

WITBANK REGION

	NAME OF MINE	PAID-UP	SIGNED-UP
1.	KRIEL COLLIERY	1 981	
2.	MATLA COAL	1 296	151
3.	DOUGLAS	3 589	
4.	DUVHA OPENCAST	463	
5.	ARNOT COLLIERY	2 016	
6.	TWEEFONTEIN	697	
7.	S.A. COAL ESTATES	3 871	
8.	T.N.C.	676	
9.	RIETSPRUIT	901	
10.	BANK COLLIERY	1 543	
11.	NEW CLYDESDALE	336	
12.	OPTINUM COLLIERY		763
13.	PHOENIX		310
14.	TAVISTOK	303	
15.	GOEDEHOOP	1 555	
16.	T.C.O.A.		78
17.	MIDDLEBURG		806
18.	USUTHU	652	
19.	ERMERALD		105
20.	AMCOAL CENTRAL WORK	155	
21.	BLINKPAN	1 203	

22.	NEW LARGO	412	
23.	LANDAU	2405	
24.	SOUTH WITBANK		145
25.	DUVHA POWER		312
26.	KLEINKOPJE	653	
27.	KRIEL POWER		553
28.	ARNOT POWER		135
29.	GREENSIDE COLL.		1 504
30.	FRASER ALEXANDER		61
31.	EIKEBOOM		285
32.	COASTAL COAL		258
33.	POLMAISE		100
34.	KHUTHALA		116
35.	DUIKER EXPLORATION	532	
36.	VAN DYKSDRIFT		
37.	VIERFONTEIN		44
TOTAL MEMBERSHIP		25 239	5 726

STRIKES AND WORK STOPPAGE

D I A R Y

MINES	ISSUE	WORKERS INVOLVED	DURATION	DATE
18. Rietspruit Colliery	Unfair dismissal	600	Unknown	March
19. De Beers Diamond Mines	Unknown	Unknown	Unknown	March/April
20. Kriel Colliery	Alleged assault	1 200	6 days	April
21. Grootvlei Mine	dismissal of 4 workers	6 000	unknown	May
22. Greenside Colliery	dismissal of shaft steward	+ 2 000 -	+ 2 days -	June
23. Hlobane Colliery	Banning of NUMorganiser	Unknown	+ 1 day -	June
24. De Beers Diamond Mines	- Detention of leaders - Wages	1 950	+ 6 days -	June
25. Free State Geduld Mine	Detention of union leaders	5 500	+ 3 days -	July
26. Grootvlei Mine	Detention of union leaders	6 500	Unknown	July
27. Marievale G.M.	Detention of union leaders	1 250	Unknown	July
28. Kriel Colliery	Detention of union leaders	1 000	2 hrs	July
29. Finsch Mine	Detention of union leaders	1 200	+ 2 days -	July
30. Matla Colliery	A lock-out	2 300	1 day	July
31. Matla Colliery	Closure of Shaft	2 300	+ 2 days -	July
32. Western Holdings	Dismissal of shaft stewards	3 500	+ 3 days -	July
33. Beatrix G.M.	Use of rubber bullets by mine security	8 000	+ 5 days -	Sept
34. Free State Geduld Mine	Carrying of firearm by overseer	500	Short shift	Sept
35. Zoncor Mine	Dismissal	600	+ 1 day -	Sept