

1993/4 PROPOSALS FOR IMPROVEMENTS IN WAGES AND

MINERS DEMAND FROM THE CHAIR

In line with the Central Committee decisions in February NU



Freddies workers with NUM President after his visit underground.



Carletonville Regional Conference delegates.

A. CHANGE TO 1983 RECOGNITION AGREEMENT

We demand the right to negotiate on behalf of all our members, not just those in categories 1 to 8. This will require the amendment of the 1983 Recognition Agreement.

B. ECONOMIC DEMANDS

1. Wages

1.1 Gold Mines

We propose the following minimum

rand increases in the monthly wage rate for non-staff workers (see Table A).

Staff employees should receive the same percentage increase in basic wages as the same non-staff grade, surface and underground.

Stiffontein: Minimum wage rates must be restored to parity with Buffelsfontein.

Anglo American Common Pay Structure: Basic wages must be increased by 20%.

1.2 Coal Mines

Minimum Wage

We propose a national minimum cash wage of R900 per month for surface workers and R1000 per month for underground and opencast workers. This must exclude any payments for food, accommodation and medical care. (See Table B).

Staff employees should receive the same percentage increase in basic wages as the same non-staff grade, surface and underground.

Guaranteed Increase

Workers who earn above the present minima set by each mining house must get a guaranteed rand increase in their basic rates of pay. This must be at least the difference between the new minimum and the present minimum for their grade.

2. Holiday Leave Allowance

All workers should be entitled to a holiday leave allowance of at least 100% of their monthly rate of pay.

3. Service Increment

All workers should be entitled to an annual service increment of 0,5% of the basic wage for their grade per year of service in the industry, up to a maximum of 12,5%.

TABLE A: Wage increases proposed by NUM for consideration by Chamber Gold Mines

Grade	Anglo American	Gold-fields	Gengold	Gengold Leslie & Bracken	Gengold Helena & Grootvlei	Randgold Blyvoor	Randgold Harmony	JCI Sir Albert Robinson	Anglovaal Harties
SURFACE									
1	111	125	117			118	119	115	117
2	122	131	131	128	129	133	131	122	128
3	145	148	152	150	151	158	156	142	151
4	166	162	173	170	172	177	176		168
5	207	194	212	209	210	219	219	212	205
6	211		217	214	215	224	225	217	209
7	246	251	248	246	246	259	263	252	244
8	306	308	297	295	295	304	312	309	301
UNDERGROUND									
1	124	142	130	128	129	133	131		129
2	139	151	146	144	145	149	147		142
3	156	162	161	159	160	167	166		157
4	178	178	186	183	185	190	190		179
5	221	214	225	223	224	236	237		220
7	286	294	285	283	283	301	306		278
8	339	343	330	328	327	342	350		329

TABLE B: New minimum monthly rates prop

Grade	
1	
2	
3	
4	
5	
6	
7	
8	

These are minimum cash wages which mu

D CONDITIONS OF SERVICE ON GOLD AND COAL MINES

LIVING WAGES — MEMBER OF MINES

NUM has submitted the 1993/4 wage demands to the Chamber



Deelkraal Branch Committee Leaders at Khutsong rally (left to right) Patrick Lepolesa, Moses Magosi, Skosana and Thabo Motjamela.



Thousands of mineworkers came to listen to the NUM President in O.F.S. recently.

4. Provident Fund Contributions

Employer contributions on behalf of members of the Mineworkers Provident Fund should be increased to 11,75%, in line with the contributions employers make to the pension funds of white employees.

5. Permanent Health Insurance

Permanent Health Insurance must be provided, with contributions paid by employers to give disabled workers a proper pension for the rest of their lives.

6. Mineworkers Assurance and Benefits Scheme

The total amount of all premiums due under this scheme should be paid by the employer.

C. NON-ECONOMIC DEMANDS

7. Training leave for NUM elected officials

Elected branch, regional and national officials of the NUM should be granted 5 days of paid leave to attend Trade Union training courses each year.

8. Shaft Stewards Training

Shaft stewards should be entitled to accumulate the 5 days of annual paid leave for training up to 15 days.

9. Implementation and monitoring of agreements

The Chamber should agree to the establishment of an independent body with inspectors to monitor agreements between the Chamber and the NUM

and promote their effective implementation.

10. Literacy and numeracy training

Adult education is the platform most NUM members need before they can get access to more training, recognised skills and higher wages, on a true career path. Workers should get paid time off to attend such courses.

11. Demands on Health and Safety Issues

11.1 Negotiation of Occupational Health & Safety Agreement

Items Covered by this agreement should include:
Election and eligibility of safety stewards
Duties of safety stewards
Health and Safety Organisation
Training
Information
Accident investigations and inquiries
Facilities and access

11.2 Income Security Agreement to be improved

The income security period should be increased from 6 to 12 months. This 12 month period must not include any leave time. The worker must not be transferred to a job category that is more than two categories lower than his job before he was injured. If training is

required for him to perform the new job, he must be given the training. This is to avoid all injured workers becoming just cleaners, when they are capable of doing a better job.

11.3 Employment of a certain percentage of disabled workers

Each mine must employ a certain percentage of disabled workers that have been injured in mine accidents.

11.4 Information on Fatal Accidents

Every time that a fatal accident occurs, the branch committee and the regional office must be informed in time to attend the inspection-in-loco. Information on the workers killed and injured in the mine accident must be provided to the Union when requested.

11.5 Continuation of research into protection equipment

The Chamber of Mines Research Organisation (COMRO) research in developing a more adequate boot that would prevent certain types of injuries, as well as protect the foot, should be continued, and the findings implemented.

NUM reserves the right to amend or add to these proposals at any time, before or during the negotiations.

used by NUM on Chamber Coal Mines

Surface	Underground
R900	R1 000
R1 024	R1 138
R1 165	R1 294
R1 325	R1 472
R1 507	R1 674
R1 714	R1 904
R1 950	R2 166
R2 218	R2 464

It exclude any payments for food, accommodation and medical care.