

COMPANY AND AREA	UNION	WORKERS	DATE	EVENTS AND OUTCOME
Kloof Mine, Westonaria Deelkraak and Doornfontein, Carltonville (Goldfields)	NUM	35 000	23-30.10	Over 35 000 workers went on strike demanding wage increases, income security for injured workers and improvements in holiday leave bonuses. Gold Fields pulled out of wage negotiations between NUM and the Chamber in July and so were not part of the substantive agreement reached on 25 October. At first management refused to talk to NUM but began negotiations on 29 October. These broke down after a demand that striking workers return before negotiations could continue. After alleged police action against workers at the Doornfontein mine, workers added the release of 18 arrested colleagues to their demands. Workers returned on 30 October after discussions between workers and NUM officials. NUM and management committed themselves to talks through the Chamber.
President Steyn, Welkom (Anglo American)	NUM	5 000	03.11	Workers went on strike, demanding the reinstatement of a shaft steward dismissed in November 1985. They returned to work on 4 November following talks between NUM and management.
Zincor (Goldfields) Springs	NUM	600	03.11	Workers went on strike demanding a 35% wage increase, free board and lodging, a 6% shift allowance, 1 May and 16 June as paid holidays, a 40-hour working week and 36 days annual leave. This follows a deadlock in wage negotiations in September. The union applied for a conciliation board but the Minister failed to act on the application. Further talks deadlocked and a NUM strike ballot on 31 October voted in favour of strike action.

1986 MINE WAGE TALKS END

The wage dispute between NUM and the Chamber has finally been resolved. The Chamber agreed to increases from 1 October ranging from 19,5% to 23,5% for surface and underground workers; increased accident leave for staff workers and non-staff employees; and no downgrading of wages for workers injured or disabled in accidents if they are then employed in a lower job category.

Talks began in May. NUM demanded an across-the-board increase of 30%, income security for injured workers, a shorter working fortnight, a paid holiday on 1 May and improvements to fringe benefits. NUM did not accept some of the Chamber's set pre-conditions. These included: that NUM accept a schedule indicating the mines it represents; that talks for gold and coal mines be separate; that outstanding matters from the 1985 talks not affect this year's talks; that any settlement be regarded as final; that no cost-related changes on conditions of employment be implemented before 1 July and that certain exemptions from the Basic Conditions of Employment Act be accepted.

The Chamber first offered increases of between 15% and 20% and, claiming union acceptance, implemented these on 1 July. NUM said these increases were unacceptable and talks resumed in early July. At this point Gold Fields and Rand Mines Collieries pulled out of the talks and implemented the 15%-20% offer.

Talks broke down at the beginning of July. Most issues were resolved except for wages and income security. NUM declared a dispute with 29 gold and 18 coal mines affiliated to the Chamber on 7 July. The matter was taken to the conciliation board. At the first meeting on 21 August the board adjourned due to disagreement over which workers NUM represented. The issue was resolved on 4 September and the hearing adjourned to 15 September. This round of talks deadlocked with NUM demanding 26% increases and the Chamber offering 18%-22%. NUM said it was willing to consider a split offer from the different mining houses. But talks deadlocked again on 20 September and NUM announced it would conduct a strike ballot. Mediation continued and at talks on 11 October the Chamber increased its offer by 1%.

On 16 October talks deadlocked again when the Chamber insisted NUM drop its income security demand before considering wage increases. NUM then announced plans for a strike ballot to be held from 20 October. But on that day the Chamber called a new round of talks in a bid to avert the strike. The Chamber accepted income security for incapacitated workers. On 23 October the Chamber, acting for Anglo-American, Gencor and JCI, increased the wage offer by 0,5% to between 19,5% and 23,5%. After consultation with its members, NUM accepted the offer. Rand Mines gold division offer remained at between 19% and 23%.