

NATIONAL UNION OF MINEWORKERS



**SAVE JOBS - PROTECT STANDARDS!!
FORWARD TO NATIONAL
DEMOCRATIC ELECTIONS!!**

**CENTRAL COMMITTEE
11 -13 FEBRUARY 1993**

NATIONAL UNION OF MINEWORKERS

NOTICE OF MEETING AND AGENDA

000001

NATIONAL UNION OF MINEWORKERS



HEAD OFFICE

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National Acceptances House
13 Rissik Street
Johannesburg
2001

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22 January 1993

TO : REGIONAL CHAIRMAN
ALL REGIONS

FM : ACTING GENERAL SECRETARY

re : NOTICE OF THE CENTRAL COMMITTEE MEETING

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Dear Comrades,

In terms of the National Executive Meeting held on the 14-15 December 1992, we wish to inform you that the **Central Committee** of the union will be held on the **11-13 February 1993**.

On the **10 February 1993**, we shall have the **National Executive Committee** meeting.

On the 14 February 1993 a rally will be held in Klerksdorp.
The meeting of the Central Committee will be held at :

Venue : CSIR
Pretoria

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The Agenda is as follows :

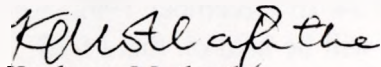
1. Anthem
2. Opening
3. President's Address
4. Report of Activities since Congress
5. Financial report
6. Wages and Conditions of Employment : Demands for 1993
7. Retrenchments
8. The National Elections : NUM's role
9. Resolutions
10. Closure

Can resolutions please be forwarded to the head office by the 1 February 1993.

Find enclosed the delegates for each region to the Central Committee.

Can you please inform the head office of the names of the delegates to the Central Committee.

Yours fraternally



Kgalema Motlanthe

ACTING GENERAL SECRETARY

KM/nn

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NATIONAL UNION OF MINEWORKERS

CREDENTIALS REPORT

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LIST OF CREDENTIALS AT THE CC

NAME OF REGION	NUMBER OF DELEGATES
OFS	58
Rustenburg	34
Carletonville	24
Witbank	19
Westonaria	17
Secunda	12
Wits	11
Kimberley	11
Lydenburg	11
Phalaborwa	11
Newcastle	11
Namaqualand	11
Nelspruit	11
Western Cape	11
Durban	11
Klerksdorp	32
<u>TOTAL</u>	<u>295</u>

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NATIONAL UNION OF MINeworkERS

ACTIVITIES REPORT

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REPORT TO THE CENTRAL COMMITTEE

1. Introduction

It is one year since our last Central Committee. During this period much has happened on the international and domestic front. Yugoslavia remains at war, the United States of America has the first democratic President since Carter and millions of people are starving. It is not only in Somalia that people are starving. Right here at home over two million people are fed by poverty relief programmes.

Although we thought that democracy was at hand, it has still eluded us in 1992. The Apartheid government still remains firmly entrenched although the negotiations with the African National Congress show some glimmer that the multilateral negotiations will resume shortly, the establishment of a transitional government and the holding of the first non-racial national democratic elections by the end of 1993 or early 1994.

With the violence still not under control we continue to see our people under siege, families broken up and property destroyed. For peace there must be democracy. Apartheid has left incalculable damage and a legacy that will have to be addressed.

As the National Union of Mineworkers we have made and will have to continue to make many sacrifices. 1993 heralds important challenges for our union and the democratic movement as a whole. Central Committee will have to deliberate on these matters and decide the way forward for the coming months.

Only 21 months ago, Congress clearly gave us the directions on where to go. The resolutions adopted covered a wide spectrum of issues, policies and objectives. The goals have been set and it is our responsibility to see that they are achieved. Our last Central Committee took account of the rapidly changing situation and made proposals of what specific tactical changes and additions in policy were required to achieve the objectives set by Congress. The vision of Congress has essentially four objectives:

- (a) To build and strengthen the unity and solidarity of mineworkers
- (b) to improve the quality of life economically, politically and socially for mineworkers.
- (c) To continue to play the leading role in the labour movement and the wider political struggle
- (d) To look beyond our sectional interests as employed workers and to take account of the needs of the oppressed people more generally in South Africa and the working people of the region

This report will evaluate the progress we have made, the problems we are experiencing and necessary steps to take to achieve our objectives. Specific documents have been prepared for Central Committee's consideration, discussion and decision.

1992 was also the 10 year anniversary of the establishment of the National Union of Mineworkers. Celebrations were held in many regions and memorabilia were available for members.

2. Acknowledgements

Our industry is one of the most violent with over 1500 people having died during 1992 .One third die in mine accidents, one third in violent deaths and one third on roads as migrant workers return to and from the mine. In addition thousands of workers are injured and maimed in the industry. We should not forget them.

3. National Executive Committee Meetings

Since Congress we have held regular National Executive Committee meetings. During 1992 twelve meetings were held to implement the decisions of the Congress and the last Central Committee.



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4. Political developments

Despite our initial optimism of a rapid breakthrough in the negotiations process during 1992, the process floundered, with the regime adopting an intransigent position. Critical for the regime has been the attempt to protect white minority interests in the constitution and limit the capacity of the new government to address the inequalities of the past. The ANC's strategic vision has opened the process considerably with confident predictions that the multilateral process will be on track shortly, the establishment of a transitional executive council, the preparations for the holding of elections, the election of a constituent assembly and the drafting of the constitution.

It is, however, important for us to remember that the success of the negotiations process depends on the strength of our organisation and the pressure we place on the regime on the ground.



With the reality that democratic elections will be held some time this year or early next year, we should begin to think of how practically we wish to play a role. With a membership of close to 300,000 workers, the extended family and wide ranging network to the rural area, we have a crucial responsibility. How do we intend to exercise it? Central Committee should give serious consideration to these matters. A discussion document has been prepared setting out some of the questions we should be considering.

5. Violence

Violence and repression still plagues our industry. High death rates and injuries requires our serious attention. It is not only accidents underground, but the increased road deaths as well as the high number of fatalities arising out of assaults on the mines. Employer repression and the continued denial of facilities and proper access to our members remains a problem. Gold Fields of South Africa, Johannesburg Consolidated Investments and Anglo Vaal remain the major culprits. Despite the bad economic situation in the industry, we need to begin to take practical steps to obtain greater control over the living environment of our members. Our programme to democratise the hostels as the first phase to greater control has not gone as far as it could. This should be intensified during 1993.



6. Economic Situation

The country remains gripped in a recession. High unemployment, continued retrenchments and no productive investment and wasteful government expenditure are features of our crisis. Although inflation has come down as well as interest rates food prices still remain high. With the continued drought, a low gold price, a stagnant world economy with low commodity prices on which South Africa depends and the political uncertainty will not ease things for workers.



The mining industry has been dramatically affected with over 180,000 job losses. This has been the trend since our strike of 1987. The impact affects the entire economy since many industries depend on the mining sector.

- * 166,000 jobs have been lost in the gold mines as a result of the stagnation in the rand gold price from 1987 onwards representing a 30% employment fall.
- * About 20% of jobs have been lost in the coal mines since 1987- but this has largely been due to mechanisation and productivity improvements.
- * De Beers has just retrenched over 3,500 workers, a third of their workforce.
- * The chrome, iron, copper and other base metals and minerals have also had shrinkages. Lydenburg has for example lost one third of its members.
- * Eskom has cut back on 20,000 jobs since 1988, although union action has slowed down the process.
- * Although platinum has been expanding during this period there have been some retrenchments.

Retrenchments remain our biggest problem and the mine employers have reacted viciously to survive the low prices of commodities. To maintain profit levels, job cuts, lower real wages and unemployment have been the main elements of their survival plan. A discussion document and proposals have been prepared for consideration by the Central Committee.

7. Membership growth

Despite these huge job losses the union has been able to maintain its membership levels. This has largely been due to the strategic shift in organisational focus on those mines that do have a longer life and in those sectors where there is growth. The union's strategic focus has been squarely within Congresses' primary objective of building the NUM. In this regard, the platinum sector has seen huge growth and we are now recognised in virtually all the platinum mines in the country. Union membership stands at 290,000 mine and energy workers. Emphasis is now placed on long term growth for the union, using our resources in areas that provide the maximum organisational gains and to strengthen workers structures and the capacity of the union. Our recruitment and campaign on Gold Fields of South Africa has started.

8. Subscriptions

Since the last Central Committee, we have been able to improve the collection of the 1% membership subscription. The 1% subscription has enabled the union to address the chronic financial situation and the union is much more stable. This improved financial position has put us in a position to implement many of the programmes, we have decided and :

- (a) Ensure full independence of the union as the prospect of foreign funding declines
- (b) improve the services rendered to members
- (c) improve the facilities to regions
- (d) increase staff to address the needs of members

(e) improve training and skills of members and the staff

Since the last Central Committee staff complements have improved, some regions have bigger and better equipped offices and staff conditions of employment have been improved.

On the matter of additional benefits, the matter has been investigated and various proposals have been discussed and considered by the National Executive Committee but a decision has not been finalised until a financially sound and administratively efficient service can be rendered. This will require a bit more time to ensure the benefit/s are properly assessed.

The union is at present also examining the prospect of obtaining a Head Office. The NEC has considered various options, but here again the decision will only be taken after all the issues have been carefully assessed.



9. Agency Shop

We have made a crack in the system with our first agency shop agreement with Harmony Gold Mine. As was expected, employers are fighting our efforts to end the free-rider system. We should intensify this in the coming months when we resume negotiations with the mining houses on outstanding issues. This is another way in which we could improve the financial capability of the union. We should also get Cosatu to endorse and adopt the campaign - "No free riders !"

10. Collective Bargaining.

Negotiations on wages and conditions of employment are the most important annual organisational service we render to our members. As Central Committee decided last year the performance bonus system, as a measure to argument workers wages on gold mines was not acceptable , a workshop was to be held to examine the alternatives.

During 1992 on the Chamber gold mines the union entered into a novel profit sharing schemes as a way to increase the 5% wage improvement which the industry had granted. As has been repeatedly stated the system of profit sharing is a measure to deal with the structural crisis in the gold mining industry and to ensure that those mines that can afford to pay more than the basic increase actually do so when they make a profit. It has also enabled us to keep a centralised bargaining system together as many of the Chamber affiliates try to get special dispensations and opt out of centralised bargaining.

During 1992 the emphasis was on improving the social wage and the NUM did succeed in improving a number of areas :

- additional time off

- full time shaft stewards on more mines
- medical repatriation conditions which includes the right to arbitration and post employment assistance through negotiations
- provident fund improvements.

A full addendum of last year's negotiations is included and will be discussed so that a way forward for 1993 negotiations can be decided. In other sectors of the industry negotiations were also tough, but the traditional basic wages approach and national policy remained



11. Workers Rights and the Law

The Industrial Court has become increasingly conservative. Judgments have been consistently anti-union with less and less reinstatement of dismissed workers. Employers have been using their huge financial resources to frustrate the union when fighting unfair dismissals by offering compensation and monetary settlements instead of a job. This has restricted the union's capacity and with the mining crisis, attempts to revert to strike action provides employers with cheap retrenchment opportunities. It is becoming clear that there must be reform to the law and that the Industrial Court since workers can wait anything up to 9 months before their case is heard. A simple expeditious and cheap process has to be found. Whilst arbitration remains a quick remedy it is nevertheless expensive justice.

In addition, we should begin to examine legislation beyond the confines of the Labour Relations Act. We will have to begin to examine the laws governing companies and also the tax laws. We should begin to fight for reforms in these areas if we are intent on protecting workers rights and interests. The union's success rate in the court has not been satisfactory.

12. Health And Safety

In the 40 days of 1993 18 workers have died in the mining industry. The carnage of death and injury continues. Injuries, compensations, medical care remain totally inadequate as employers try to privatise health care.

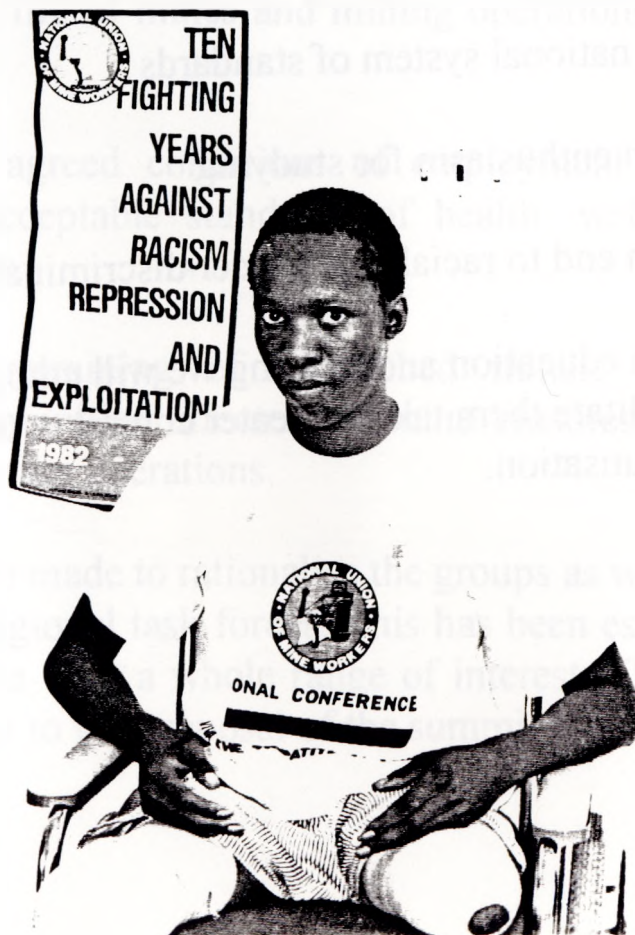
The union and the Chamber of Mines have agreed that a National Commission of Inquiry into Health and Safety should be established. Although all the necessary requirements have

been done the Minister of Mineral and Energy Affairs has still not tabled the proposal to the Cabinet This will be a key issue for the union in 1993 because it also has the intention of legislative reform.

The amendments to the Occupational Diseases in the Mines and Works Act will bring improved benefits for workers, but they will be at dramatically reduced rates and inferior to those provided by the Workmen's Compensation Act. The union is preparing representations on this matter and have already requested a meeting with the appropriate Minister in late February.

The success of the reform will depend on active mobilisation in the mines. The COSH department and the health and safety committees will be key in the campaign by getting information to members.

The entire question of health care will have to be examined this year. The union will be entering negotiations with the Chamber of Mines on medical care for the dependants of mineworkers.



13. Education and Training

The normal programmes of basic education continue to be run by the union. Increasingly education and training as a whole will have to be the key focus of the union spirit and enthusiasm for studying should permeate the union. With thousands of our members lacking skills -including literacy and numeracy-it is fundamental that this problem of Adult Basic Education be addressed. Without these basics we cannot develop the skills required by workers if they wish to improve the position in the mining industry. The discrimination will have to be combated and we should encourage our members to participate in this education revival.

We should begin to popularise the principles which guide our programme of human resource development :

- * The establishment of a unitary national education system
- * Adult education
- * A national system of standards
- * An enthusiasm for studying
- * An end to racial and gender discrimination

Through education and training we will empower our members and facilitate them taking greater control over their lives, future and organisation.

14. Mining Summit

Since the initial Summit meeting held on 3 June 1991, progress has been very slow. It is clear that the employers do not support a national effort to address the downscaling of the mining industry but want piece-meal solutions which favour their individual concerns and companies. This is the case despite the wide agreement that there is need to coordinate the effort to address the problems facing the industry.

The Summit marked a major effort of the NUM to challenge the state, employers and the other unions on the feebleness and shortsightedness of their approach to the pressures for both economic and political changes in the mining industry. A Steering Committee was established with 4 groups that were to cover the following areas of work :

- (a) The co-ordination of the mine closures and the downscaling of operations
- (b) Prolonging the life of mines and mining operations as long as possible
- (c) Protection of agreed conditions of employment and the maintenance of acceptable standards of health, welfare and safety of employees.
- (d) Training and retraining of retrenched miners and the assistance to communities affected by mine closures and the downscaling of mining operations.

Attempts have been made to rationalise the groups as well as the establishment of regional task forces. This has been established in the Welkom area with a whole range of interests. This is to give practical effect to the proposal of the summit at local level.

To date not much has been achieved except that two proposals are now before the government for consideration :

(a) The appointment of a National Commission of Inquiry into Health and Safety in the Mining Industry.

(b) Amendments to the Tax Schedule which will allow workers that are retrenched not to be taxed on the retrenchment benefits

We are waiting for the government's response on these matters.

To facilitate and improve the relationship with the employers and to enable them to understand the thinking and vision of the union, a joint study tour was undertaken to Germany and Brussels led by the Presidents of the NUM and the Chamber of Mines. This was the first visit of its kind in any industry.

The entire programme of industrial restructuring of our industry has not moved at a satisfactory pace, and will have to be carefully reviewed in the year if the results of the work are to be more meaningful.



15. Co-operative Programme

The union's programme has proceed very slowly. However, the entire focus and orientation has changed. Instead of focusing exclusively on the miners in villages , which often caused resentment and problems ,efforts are now directed at inclusive village based activities which help everyone and not only the miners in an area.

In addition the Projects department is working on how we can combine the individual retrenchment funds so that they can work more meaningfully in the areas of development.



16. Cosatu

The union's participation in Cosatu's activities can be improved. In the past year we have seconded specific staff to do various tasks of work and the results have improved. Our federation faces many challenges with declining international financial support.

It is necessary that we focus on how we strengthen the federation. The proposal on developing a reconstruction accord through a solidarity pact with the African National Congress must be considered by the Central Committee.

17. International and Regional Matters

The NUM continues to play a major role in the international trade union movement through the Miners International Federation and the Southern African Miners Federation.

Our President is Vice-president of the MIF and President of the Southern African Miners Federation.

We hosted the first miners trade union conference in South Africa in 1992.

NUM has also given practical assistance to the Associated Miners, of Zimbabwe and Namibian Mineworkers Union.

A training programme is being planned which will be attended by union negotiators that our union will be running in February. This is part of a long term development programme that will take negotiators through practical activities.

In addition a De Beers shaft stewards meeting is being planned that will bring workers from Namibia, Botswana and South

Africa together to discuss their common problems and meet the company's head office.

The SAMF has also grown in the last year, with affiliation of the Mozambican Mineworkers Union.

The big event of 1993 is the Miners International Congress which will be held Bucharest in May this year. Our Union will send a delegation of 25 to that meeting.

Conclusion

This report has not been able to cover all the issues of the progress we have made in 1992. The report has only covered the key issues for consideration and decision making and has included additional documentation.

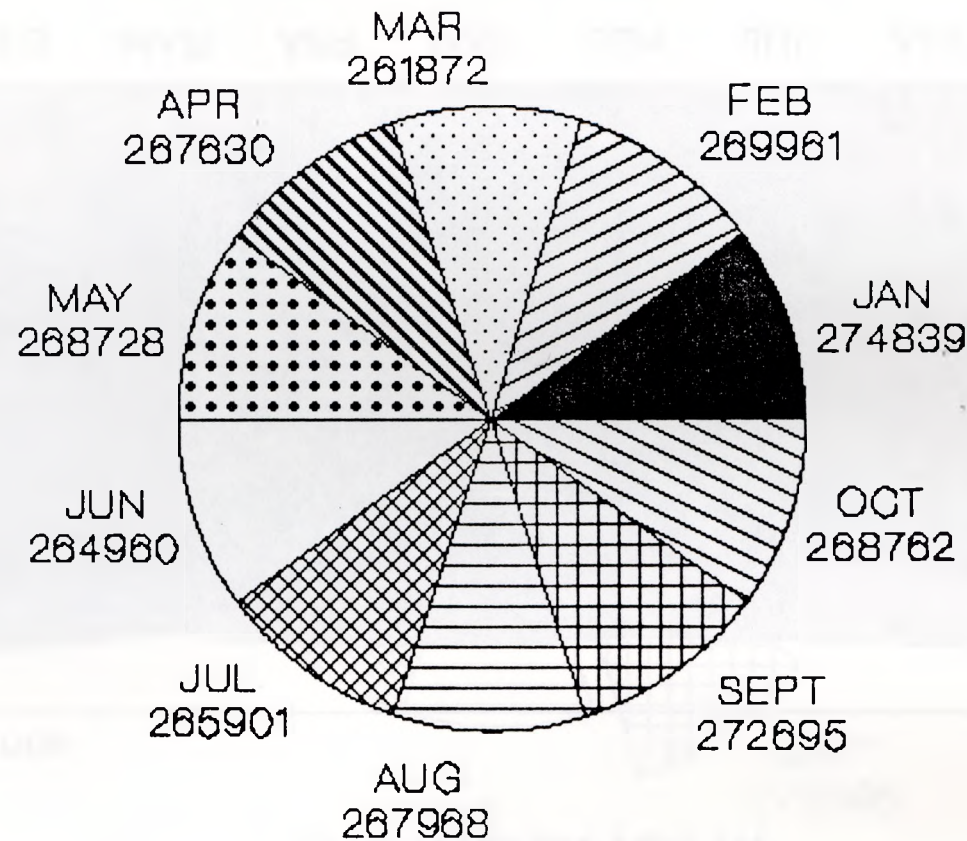
The times ahead are challenging and our union has responded as creatively and as best it could. In addressing the problems which face the mineworkers we must ensure that it builds our union, strengthens workers unity and maintains the militant tradition that had made our organisation strike fear into the hearts of the employers.

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NATIONAL UNION OF MINEWORKERS

STATISTICS

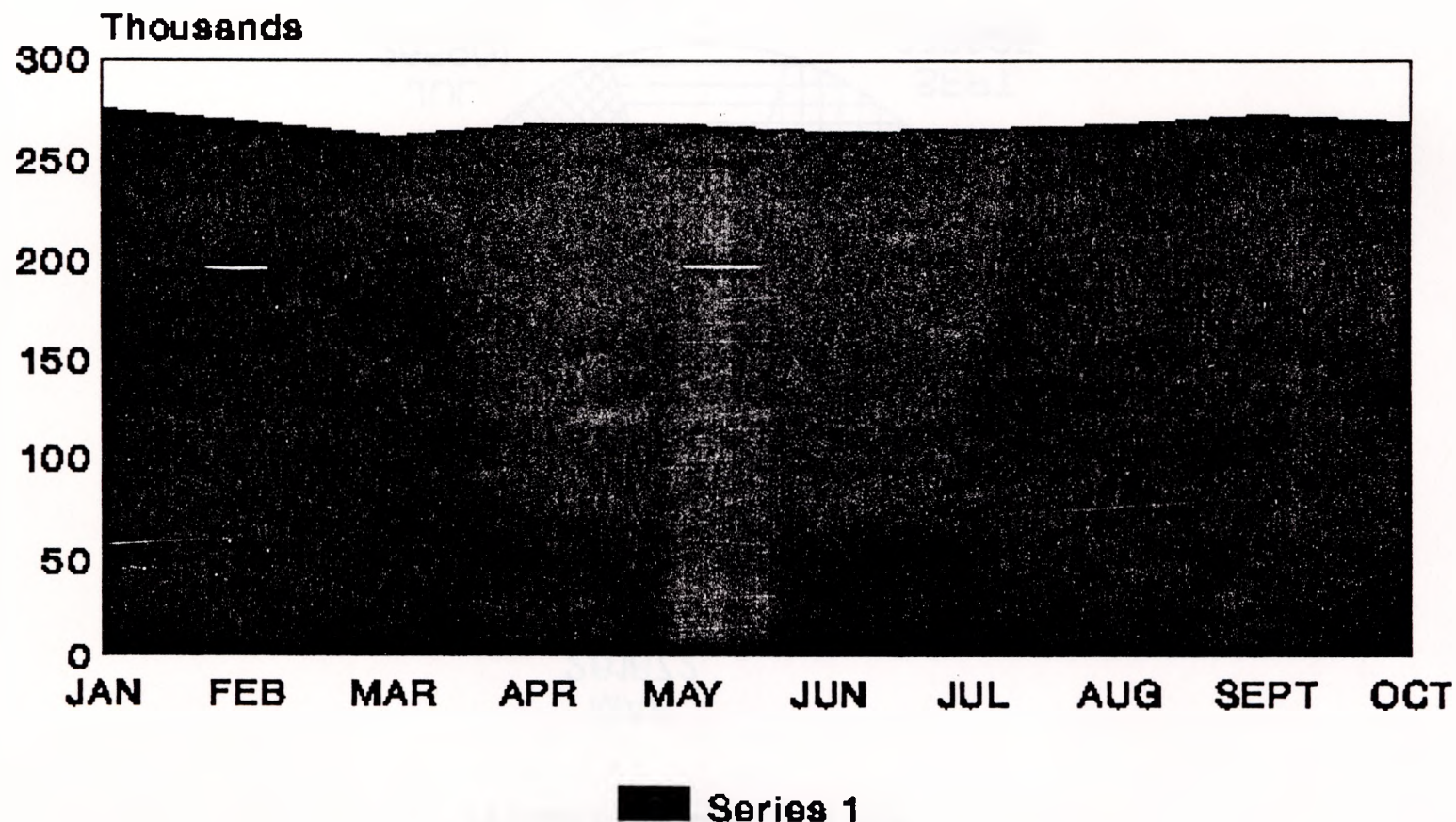
STATISTICS DEPARTMENT MEMBERSHIP



For the year 1992

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STATISTICS DEPARTMENT MEMBERSHIP

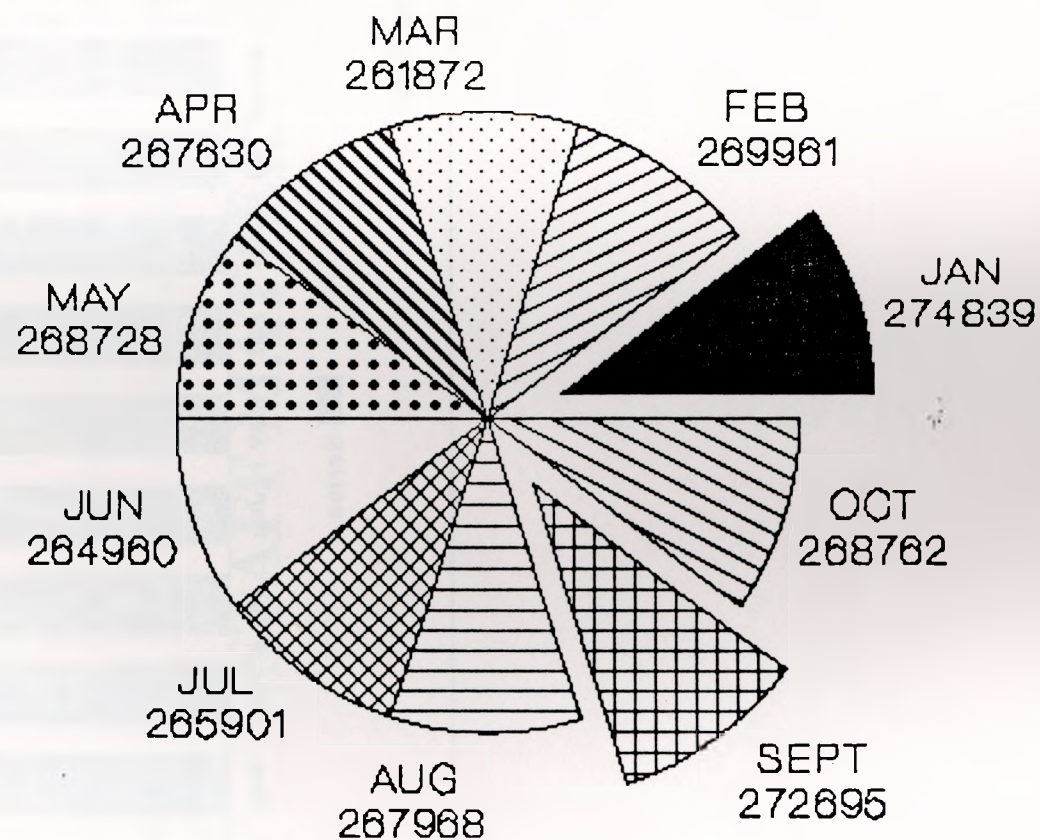


For the year 1992

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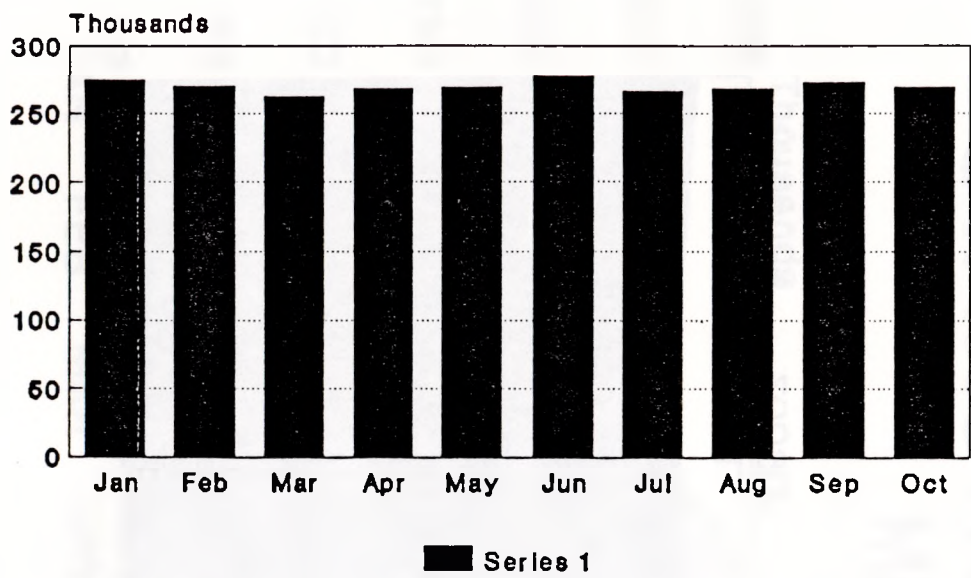
STATISTICS DEPARTMENT MEMBERSHIP



For the year 1992

MEMBERSHIP TREND

PAID-UP



Statistics 1992

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NATIONAL UNION OF MINEWORKERS

STAFF MATTERS

NATIONAL UNION OF MINeworkERS

1993 CENTRAL COMMITTEE MEETING: List of National Office Bearers and Staff

HONORARY PRESIDENT	NELSON MANDELA	
PRESIDENT	JAMES MOTLATSI	HEAD OFFICE
VICE - PRESIDENT	ELIJAH BARAYI	BLYVOOR
TREASURER	PAUL NKUNA	ERGO
GENERAL SECRETARY	KGALEMA MOTLANTHE	HEAD OFFICE
ASSISTANT GENERAL SECRETARY	MARCEL GOLDING	HEAD OFFICE
PA TO GS	ROY SEWNARAIN	HEAD OFFICE
NATIONAL ADMINISTRATOR	DAISY MANZANA	HEAD OFFICE
FAX OPERATOR	NOSIPHO LUBANDO	HEAD OFFICE
SECRETARY TO AGS	ZELDA MAKUE	HEAD OFFICE
ADMINISTRATOR	NOMHLE NDABA	HEAD OFFICE
MESSENGER	GOODNESS NTLALANE	HEAD OFFICE
ADMINISTRATOR	NOMSA NWANCA	HEAD OFFICE
CLEANER	MME. ANDRIETTA RANTIKANE	HEAD OFFICE
RECEPTIONIST	JULIE SANDERSON	HEAD OFFICE
SECRETARY TO GS	JENNY ZINTAMBILA	HEAD OFFICE
FINANCE CO-ORDINATOR	OBED MOLEKWA	HEAD OFFICE
ACCOUNTANT - COMPUTER	EPHRAIM MAFATSHE	HEAD OFFICE
ACCOUNTS OFFICER	MAPULE MAKWELA	HEAD OFFICE
ACCOUNTANT	MOOSA MINTY	HEAD OFFICE
ACCOUNTS OFFICER	IDAH MONESE	HEAD OFFICE
TRANSPORT OFFICER	PETER MTHEMBU	HEAD OFFICE
ACCOUNTS OFFICER	LUIGI SEKOAKOA	HEAD OFFICE
STATISTICS CO-ORDINATOR	AMON NGULELE	HEAD OFFICE
STATISTICS OFFICER	DINEO NKOTI	HEAD OFFICE
ORGANISING CO-ORDINATOR	GWEDE MANTASHE	HEAD OFFICE
AREA ORGANISER - OPS+	FRANS BALENI	HEAD OFFICE
CRISIS	R MAHLAKENG	HEAD OFFICE
CRISIS	A MNDINWA	HEAD OFFICE
AREA ORGANISER - WITS+	SIMPHIWE NANISE	HEAD OFFICE
AREA ORGANISER - WITBANK+	ARCHIE PALANE	HEAD OFFICE
CRISIS	JAN SELEPE	HEAD OFFICE
ORGANISER	VOSSIE VOSLOO	HEAD OFFICE
CRISIS	IOLA WILLIAMS	HEAD OFFICE
SAFETY CO-ORDINATOR	SAZI JONAS	HEAD OFFICE
SAFETY OFFICER	HELLEN MAOME	HEAD OFFICE
MEDICAL OFFICER	DR. MICHAEL BARRY	HEAD OFFICE
SAFETY OFFICER	HASHA GORDHAN	HEAD OFFICE
SAFETY OFFICER	M MASOETSE	HEAD OFFICE
SAFETY OFFICER	O SOKHANILE	HEAD OFFICE
LEGAL CO-ORDINATOR	KENNY MOSIME	HEAD OFFICE
LEGAL OFFICER	QUEENDY GUNGUBELE	HEAD OFFICE
LEGAL SECRETARY	L LITLHAKANYANE	HEAD OFFICE
LEGAL OFFICER	KAGISO MADIBA	HEAD OFFICE
LEGAL OFFICER	P MOSEBO	HEAD OFFICE
LEGAL OFFICER	P MPAPELE	HEAD OFFICE
LEGAL OFFICER	EDDIE TLHOTLHALEMAJE	HEAD OFFICE
LEGAL OFFICER	MAPALO TSATSIMPE	HEAD OFFICE
EDUCATION CO-ORDINATOR	MANWE DIPICO	HEAD OFFICE
EDUCATION OFFICER	BONNIE MABECE	HEAD OFFICE
ISP RESEARCHER	JEFF MAGIDA	HEAD OFFICE
EDUCATION OFFICER	PERCY MAKHANYA	HEAD OFFICE

NATIONAL UNION OF MINEWORKERS

1993 CENTRAL COMMITTEE MEETING: List of National Office Bearers and Staff

EDUCATION OFFICER	PETRUS MAWUKU	HEAD OFFICE
EDUCATION OFFICER	BUSI MAZIBUKO	HEAD OFFICE
EDUCATION OFFICER	VUSMUZI MJILA	HEAD OFFICE
EDUCATION OFFICER	RICHARD PILLAY	HEAD OFFICE
EDUCATION OFFICER	TUTU RALANE	HEAD OFFICE
EDUCATION OFFICER	MADODA VILAKAZI	HEAD OFFICE
BARGAINING CO-ORDINATOR	MARTIN NICOL	HEAD OFFICE
BARGAINING OFFICER	IRENE BARENDILLA	HEAD OFFICE
BARGAINING OFFICER	THOMAS KETSISE	HEAD OFFICE
BARGAINING OFFICER	JESSE MALULEKE	HEAD OFFICE
PROJECTS CO-ORDINATOR	KATE PHILLIP	HEAD OFFICE
PROJECTS - HOUSING	HENRY CHAWANE	HEAD OFFICE
PROJECTS OFFICER	N KWENYAMA	HEAD OFFICE
PROJECTS	STANLEY MATHEBULA	HEAD OFFICE
PROJECTS OFFICER	REUBEN MKWANAZI	HEAD OFFICE
PROJECTS OFFICER	A MLUNGWANA	HEAD OFFICE
PROJECTS OFFICER	M MOLEFI	HEAD OFFICE
PROJECTS - T-SHIRTS	SOLOMON MONGWE	HEAD OFFICE
PROJECTS - HOUSING	SUE MOORHEAD	HEAD OFFICE
PROJECTS OFFICER	TSE MTOLO	HEAD OFFICE
PROJECTS OFFICER	T MZOBOSHE	HEAD OFFICE
PROJECTS OFFICER	M MKHASI	HEAD OFFICE
PROJECTS ADMINISTRATOR	PRUDENCE NXUMALO	HEAD OFFICE
PROJECTS OFFICER	A NZIMA	HEAD OFFICE
PROJECTS OFFICER	E PUSO	HEAD OFFICE
PROJECTS OFFICER	P. RALENKDANE	HEAD OFFICE
PROJECTS OFFICER	P SALAE	HEAD OFFICE
PROJECTS OFFICER	K TLAILTALAI	HEAD OFFICE
MEDIA CO-ORDINATOR	JERRY MAJATLADI	HEAD OFFICE
ISP RESEARCHER	PAUL JOURDAN	HEAD OFFICE
MEDIA OFFICER	GREGORY MCATSHELWA	HEAD OFFICE
PHOTOCOPY OPERATOR	ALBERT SILEKWA	HEAD OFFICE
INTERNATIONAL LINKS	KORDA MANQINA	HEAD OFFICE
ADMINISTRATOR	NOMGQOBO MTHINKA	CAPETOWN REGION
ORGANISER	ANDILE MAPELA	CAPETOWN REGION
ADMINISTRATOR	ANNA RABOTAPI	CARLETONVILLE REGION
MESSENGER	F MAZINGWANA	CARLETONVILLE REGION
ORGANISER	DANIEL SHUDE	CARLETONVILLE REGION
ORGANISER/MESSENGER	GODFREY NTLAKANA	CARLETONVILLE REGION
ORGANISER	DANIEL MAKHUBU	CARLETONVILLE REGION
SAFETY OFFICER	A MDIYA	CARLETONVILLE REGION
LEGAL OFFICER	R MOLETSANE	CARLETONVILLE REGION
ADMINISTRATOR	NINI NDLOVU	DURBAN REGION
ORGANISER	PHUMLANI MDLETSHE	DURBAN REGION
ADMINISTRATOR	JEAN ITUMELENG	KIMBERLEY REGION
MESSENGER	C SIKHWARI	KIMBERLEY REGION
ORGANISER	ISAAC MAYOYO	KIMBERLEY REGION
ADMINISTRATOR	BONIWE LEKHETHO	KLERKSDORP REGION
MESSENGER	TSEDISO MABITHELA	KLERKSDORP REGION
ORGANISER	BOLLY RASHENI	KLERKSDORP REGION
ORGANISER	M LECHEKOANE	KLERKSDORP REGION
ORGANISER	VUYISILE JENTILE	KLERKSDORP REGION
SAFETY OFFICER	PERCY DYONASE	KLERKSDORP REGION
ORGANISER/RECRUITER	RONNIE MASHILE	LYDENBURG REGION
ORGANISER/RECRUITER	SETH MARODI	LYDENBURG REGION
ADMINISTRATOR	MINNIE DU PLESSIS	NAMAQUALAND REGION
ORGANISER	FREDDY WYNGAARDT	NAMAQUALAND REGION

NATIONAL UNION OF MINeworkERS

1993 CENTRAL COMMITTEE MEETING: List of National Office Bearers and Staff

ADMINISTRATOR	Y PHOKU	NELSPRUIT REGION
ORGANISER	AKHILA LESHABA	NELSPRUIT REGION
ADMINISTRATOR	T MDLOVU	NEWCASTLE REGION
ORGANISER	MOSES GLADILE	NEWCASTLE REGION
ORGANISER	CLEMENT ZULU	NEWCASTLE REGION
ADMINISTRATOR	ZANELE GWELE	O F S REGION
ADMINISTRATOR	ALLINAH NALE	O F S REGION
ORGANISER	COLLEN MOHALA	O F S REGION
ORGANISER	LEBOHANG HLAELE	O F S REGION
ORGANISER	M CUNNGWA	O F S REGION
ORGANISER	SEHLABAKA MACHILI	O F S REGION
ORGANISER/MESSENGER	MZWANDILE HLEKO	O F S REGION
SAFETY OFFICER	OSBORNE RATLADI	O F S REGION
ADMINISTRATOR	PATRICK LEBEA	PHALABORWA REGION
ORGANISER	EDWARD MLONDOBOZI	PHALABORWA REGION
ADMINISTRATOR	DAVID RADIBOTSENG	RUSTENBURG REGION
ADMINISTRATOR	N NKELE	RUSTENBURG REGION
SECURITY	J MOKGOSI	RUSTENBURG REGION
SECURITY	E KGONONG	RUSTENBURG REGION
STRIKE THLWAKLE	TITI MTHENJANE	RUSTENBURG REGION
ORGANISER	TITI MTHENJANE	RUSTENBURG REGION
ORGANISER/RECRUITER	S MTSHAUZANE	RUSTENBURG REGION
ORGANISER	MBULELO NGAMLANA	RUSTENBURG REGION
LEGAL OFFICER	N FAKUDE	RUSTENBURG REGION
ADMINISTRATOR	CONSTANCE MKHABELA	SECUNDA REGION
ORGANISER	BOHLALE CHITHA	SECUNDA REGION
ORGANISER	VUYANI SIPHAMBO	SECUNDA REGION
LEGAL OFFICER	E GECELO	SECUNDA REGION
ADMINISTRATOR	BERNADETTE KOMANE	WESTONARIA REGION
ORGANISER	BLACKIE MTSHOTSHISA	WESTONARIA REGION
REGIONAL ORGANISER	HOWARD YAWA	WESTONARIA REGION
SAFETY OFFICER	ZOLA SONTONGA	WESTONARIA REGION
LEGAL OFFICER	ZOLA GWANYA	WESTONARIA REGION
ADMINISTRATOR	NOMSA POTWANA	WITBANK REGION
CLEANER	A MAKHANYA	WITBANK REGION
ORGANISER	OMIS SEROTHWANE	WITBANK REGION
SAFETY OFFICER	STRONGMAN MPANGANA	WITBANK REGION
ADMINISTRATOR	RAYMOND MACHECHEOANE	WITWATERSRAND REGION
ADMINISTRATOR	RACHEL MAZIBUKO	WITWATERSRAND REGION
ORGANISER/MESSENGER	MESHACK MASUMPA	WITWATERSRAND REGION
ORGANISER	RICHMOND MDANGE	WITWATERSRAND REGION
ORGANISER	FABIAN NKOMO	WITWATERSRAND REGION
SAFETY OFFICER	S SIBIYA	WITWATERSRAND REGION