

*TO: Eddie and Mike
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and staff*

DECLARATION OF THE NUM CENTRAL COMMITTEE - MAY 2007

The Central Committee of the National Union of Mineworkers attended by more than 667 worker leaders, officials and guests met for two days from 24 to 25 May 2007 guided by the theme:

“Deepening the Culture of Organising, Quality Service and Accountability”.

We delegates from different regions deliberated on organisational, political, economic and international issues and declared as follows:

1. ORGANISATIONAL

1.1 Revival of the 1946 demands of mineworkers by incorporation into the 2007 wage negotiations;

- To incorporate these demands in the 2007 wage negotiation, and use all the available channels and organisational campaigning tools and resources in our disposal to pursue these demands in different forums at all levels until they are fully achieved.
- We register our deepest concern regarding the encroachment of NUMSA and its decision to recruit and organize in traditional NUM scope especially in areas such as Rustenburg and North East.
- We mandated the leadership to continue engaging NUMSA especially at the level of COSATU regarding membership poaching; notwithstanding the right to defend ourselves with all tools at our disposal should the channels of engagement fail to bear fruits.
- We reaffirming NUM’s repeated call on COSATU national leadership to ensure that all affiliates respect the COSATU resolution concerning the scope of organizing in various sectors. In this context, we call on COSATU to engage and instruct NUMSA to refrain from organising in the NUM Scope.
- We call on COSATU national leadership to clarify the alleged statements made by its president recently at the NUMSA’s 20th anniversary party held during this month of May 2007, where he is alleged to have applauded NUMSA for recruiting in mines and mining related operations.
- That a team of dedicated cadreship be identified to develop a strategy to counter threats on the NUM and on the lives our members at Lonim and JIC in the Rustenburg region.

1.2 Accountability Systems Programme

- The Central Committee acknowledged the imperative intentions for the development of a culture of accountability within the Union. Against this background we endorsed the accountability programme for proper social governance of this growing union;
 - Having endorsed the accountability programme the union should deal harshly with both practices and efforts by individuals that seek to undermine the systems put in place intentionally or through negligence;
 - All staff and leadership of Union must continue to put interests of members first on everything they do.
 - The Union must continue to analyse the type of organizers the Union has and build capacity to match expectations of members on quality service they expect from the union staff and leadership.
 - The Education Unit working with Legal unit and regions based on respective regional needs must continue to focus on case handling and management as an area that need continuous educational intervention.
 - Regional Committees must familiarize themselves with the accountability system and ensure its implementation at all levels in their respective regions and branches.
 - The Central Committee acknowledges and appreciates the appointment of a staff member in pursuit of a dedicated focus towards ensuring that charter policies are implemented by the relevant sectors such as Mining and Construction.
 - We will develop a training and capacity building programme to enhance effective implementation thereof, and monitor progress in this regard.
 - We note effort being made by the national leadership and call on all Union structures to continue in building unity in regions and orienting regional leadership and staff to focus on quality service provision to our members.
- ▣ The Central Committee endorses the recommendation in the Secretariat report with regard to the following issues:

1.3 Health & Safety

► HIV/AIDS

- All HIV/AIDS Co-ordinators to submit their monthly reports to the regional health and safety office bearers;

- The regional office bearers to delegate one office bearer to deal with HIV/AIDS matter in the branches;
- All regions must budget for HIV/AIDS matters including campaigns

► ***Environmental Issues***

- The Central Committee noted the C.O.M process on Silicosis and appreciates progress made to deal with compensation of this occupational disease especially the Kwa-Nongoma project.
- We called on both parties to speed up the determination of other sites for the expansion of the Silicosis project.
- The Union should continue with its endeavor to engage the NNR with the aim to strike a formal agreement with regard to training and awareness on dangers of Radiation.

► ***Comprehensive Health Care***

We mandates leadership to put more focus on the use of the Medical Schemes Council for strategic direction, approach and training of members as opposed to using consultants and actuaries. This should be done in the light the mushrooming medical schemes in our sectors with no track records.

► ***Accidents***

- The Central Committee noted with serious concerns the number of accidents in the mining sector from 1984 to 2005 including those in the Energy sector.
- We delegates therefore declare that the health and safety Unit working with and guided by the health and safety leadership develop a sustained campaign programme for three years up to 2009 to highlight on areas of high accident rates and fight towards minimizing and/or eliminating them.
- The campaign must also target all other areas identified within the health and safety scope as reflected above.
- The health and safety Unit must gather information regarding accidents in the Construction sector for discussions in the next Central Committee before the National Congress in 2009 taking into account possible increase in accidents as Construction companies would embark on a massive construction work to meet targets of the Soccer World Cup in 2010.
- The NUM should initiate the call for a Construction Safety Summit before the Fifa organized 2010 Soccer World Cup tournament in South Africa.

1.4 Review of job grading strategy

- The job grading strategy should be reviewed to encompass roll-up and living wage. A task team should be established for this exercise and report back to the NEC, and in the National Congress in 2009 for a final decision.
- The Union should trigger an extensive review of the industry salary structure given the amounts of remuneration given to Executive which further entrench salary disparities and obvious inequality in post democratic south Africa;
- The Union must seriously engage employers to review the drillers' salary package given the fact that it is a "hard to fill" job requiring rare expertise and in particular the job is the backbone of the industry.

2. ECONOMIC

► BEE and Fronting

- We have observed all statement about the growing economy. We call on the government to ensure that growth is matched by job creation and poverty alleviation. This is critical as the mining sector alone has lost about 100 000 jobs between 1996 and 2005.
- The mandates our leadership to investigate innovative ways of enabling NUM to play a critical role in ensuring investments in the Construction sector that must be accompanied by the creation of permanent and better paying jobs.
- We condemn and discourage any form of fronting as this concept has turned few black elite into useful tools to perpetuate the economic dominance of the white monopoly over the majority of blacks and working class in the country and has helped to widen the gap between the rich and the poor.
- We reaffirm our previous congress resolutions in support of a Broad Based Economic Empowerment as opposed to narrow "Empowerment" which targets few blacks in our communities.
- The Central Committee notes progress made in other mining houses on ESOPS. Therefore, we as delegates mandates our leadership and relevant Union departments to engage other companies and ensure that the highest denominator prevails in terms of ESOPS benefits.
- The underground conditions are notably not conducive for women miners. These conditions make it extremely difficult for our female colleagues to

work underground and would potentially exclude them in economic activities of employment.

- We reaffirm the Union's previous resolutions that access to basic facilities for women at work should not be clustered as a privilege but part of a decent work. These facilities must be made available immediately.
- The Central Committee noted challenges faced by the Union regarding the sales of mines especially the recent sales of some mining operations by De Beers. We therefore declare that the relevant departments in the Union including the Legal Unit intensify campaigns to fight for space to participate at earliest stage in companies when sales of operations/business units are contemplated. The Union must ensure through these campaigns that other role players such as local government and communities are taken on board.
- The Central Committee re-emphasise previous Congress resolutions that calls on the state to play a meaningful role in the economy by amongst others, buying some mines and use revenues from those mines to further the educational needs of our citizens.
- There must be concerted campaigns for the identification and reopening of mines that were closed as a result of stronger rand and lower gold prices.
- We will do everything in our power to protect the South African Construction companies against foreign companies especially in cases where the shortage of steel and cement encourages large scale imports of these products.
- We mandates the leadership to engage COSATU and the ANC including relevant government department with regard to the establishment of REDS, and to analyse and respond appropriately to potential dangers on workers jobs and their working conditions. This engagement must emphasise the need to amend the Constitution in order to deal with this matter taking into account the current position articulated by SAMWU.
- The Union through its Education Unit must embark on a campaign and engage companies to provide full time ABET classes as this is a necessary basic education that provides access to Further Education and Training (FET) and Higher Education and Training (HET) levels which the economy is so critically in need.

3 POLITICAL

- The Central Committee noted pending conferences of national importance on our national political landscape, notably, the ANC national policy conference in June and national elective conference in December, the SACP national elective conference in July and COSATU Central Committee in September all being held in 2007.
- We note the historical and current importance of these Alliance activities and we do have major interests about the impact of these national developments on the objectives of the NDR.
- The NUM Central Committee calls on all Alliance partners during this period to build a sense of the need for greater unity even when there are areas of disagreement. We encourage comrades to exercise tolerance on diversity of views sometimes even over fundamental issues.
- We will not pronounce preference in terms of who would be part of the NEC of the ANC. However, we fully have keen collective interests in the character of the ANC leadership.
- We declare that we as workers and part of the working class which is generally poor, we need a leadership that is guided by a commitment to free the poor and sees this as one of the key imperative of transformation.
- We reaffirm COSATU's position that all our members to not only vote for the ANC but also to make themselves available to provide leadership and be committed and disciplined ANC leaders.
- As part of COSATU, NUM Central Committee commits itself to be bound by the decision that would be taken by the COSATU Central Committee in September 2007 with regard to the question of the ANC presidency.
- We reaffirm our endorsement on the socio-political role played by COSATU in our national debates and call on all COSATU leadership not to be apologetic in advancing political interest of the working class including its total rejection to be reduced to a shop floor mouth piece of the workers.
- The Central Committee noted the visible and practical revolutionary work that the SACP has done in our national political and economic debates. As part of a continuous commemoration of Chris Hani's living spirit, we reaffirm our previous congress resolutions and call on all NUM members to swell the ranks of the SACP and YCL.
- The Central Committee noted the status of SANCO and call on all progressive forces in our country being ANC, SACP, COSATU and all progressive youth formations to work together in filling the vacuum created by the weakening of the role played by SANCO in our country.

3. INTERANTIONAL

- The Central Committee calls on COSATU to join the condemnation of the occupation of sub-Sahara by the Moroccan monarchy including the similar occupation of Palestine by Israel.
- We condemn President Robert Mugabe for subjecting the people of Zimbabwe to levels of poverty, underdevelopment and repression that are more characteristics of the Ian Smith regime.
- There must be continuous mass education within the trade Union movement amongst its members on lessons that could be drawn from the situation in Zimbabwe including the effects of structural adjustments programmes in order to avoid committing same mistakes in our country.
- The Central Committee welcomes the temporary appointment of South Africa to chair the UN Security Council. However, we call on all South Africans to mobilize Africa in ensuring that the South African government advance measures to claim a permanent seat.
- We mandate the NUM leadership to engage relevant role player including ICEM and Italian Trade Unions for the withdrawal of the lawsuit instituted against the South African government by Firestone Ltd SA for an alleged expropriation of its mineral rights.
- The NUM should mobilize COSATU to organise a protest march at the Italian embassy. Further more; mining licenses of these companies must be revoked.
- Protest marches and pickets must be initiated against Botswana government for its anti worker and anti trade union practices which affect worker rights in that country.
- The Central Committee reaffirms its previous stands on the democratisation of Swaziland and creation of conditions conducive to multi party democracy based on choices of the people of Swaziland.

In Conclusion

We declare that we will go back to our respective regions, branches and pillars to mobilise our effort towards implementing the commitments we made during this Central Committee as captured in this declaration document.

We will further encourage unity of purpose within the Union, and discourage tribalism and factionalism with all its forms and shapes. We shall read to understand the Ten year Plan and its linkage to the Three Year Delivery Plan, national targets and the Accountability System as adopted by this Central Committee.

We commit ourselves to mobilise all members through mass meetings, mass education using the NUM Newsletter and the media communication channels at wider scale to ensure that members understand political and economic challenges that are faced by trade unions including NUM during this second decade of our democracy.

The mobilisation of members will also focus on all COSATU campaigns and involvement; and participation of NUM within communities in taking forward the implementation of the 2015 political programme of COSATU.

END