

# NATIONAL UNION OF MINeworkERS

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## MEMORANDUM OF GRIEVANCES TO NORTHAM PLATINUM LIMITED

We, the workers organized under the National Union of Mineworkers (NUM), working in Northam Platinum Ltd Operations in Northam have decided to march against our company today to show the seriousness of our demands.

We are today marching to raise our dissatisfaction to Northam about range of issues that the company is dragging its feet to implement.

### 1. CHRISTMAS BREAK ARRANGEMENT

We reject with contempt your proposal to use the time you supposed to have arranged with us to go and be with our families. You subjected us to single sex hostel, separated us from our families and our children. You played hide and seek and failed to negotiate Christmas break arrangements. All along you wanted to use this as leverage to wage increase. This is emotional blackmail. We call upon management to be sensitive and treat us as human beings, even animals are treated better than the way you treating us. We further demand that you use that 2% you referring to, to improve our wages.

### 2. WAGE INCREASE

- We demand R2000 for non-core workers and R2100 for core workers.

NUM cannot accept 7,5 % for non-core workers and 8,5 % for core workers.

- We further demand R3,781 living out allowance.

If this demand cannot be met on a short term basis, the company must consider on how it can be staggered on medium term basis and it cannot be an option to avoid the discussion with hope that it would go away.

### **3. HYDROPOWER**

As workers who are exposed to Hydropower 8 hours a day, who are feeling the effects of it on our bodies on daily basis, we get sick now and then. Doctors drain fluids from our knee joints now and again. We do not need any scientific proof to know that hydropower is affecting our health. Therefore the company must stop insulting our integrity about the lack of scientific proof. You can ask your doctors as to how many workers who were exposed to hydropower are treated by them on daily basis.

- We demand allowance of R1000 for workers who are exposed to hydropower.

### **4. REMINDER OF PLATINUM BELT UNREST**

When we did not go out on unprotected strikes last year it was not because we were being docile. We wanted you to be so considerate when we gave the company the opportunity to engage on legal wage negotiations process. We are a progressive union and we are now engaged in peaceful strike action.

We remain firm during unlawful strike actions in the platinum belt, resolve to the convictions of our great organisation (the NUM) to remain disciplined at all times even when provoked. Is this not good enough reason to change your attitude?

We are calling upon the board of the company to compensate our loyalty and respect for law and consider the stands the company has taken. Throughout the world loyalty is compensated and we appeal to Northam to lead the way in this regard.

### **5. MATERNITY LEAVE**

It is a disgrace that the company is still paying black female employees one month maternity leave while the rest of the mining industry is on 4 months. This is an indicative of a company refusing to transform.

- We further demand that the company must respect the right of female workers to make children and not create artificial barrier like one month paid maternity leave.

### **6. INTERVENTION BY THE BOARD**

- We call upon the board of the company to investigate the contributing factors to the high turnover of wage strikes at their company.
- We further demand that the board cannot sit on the sidelines and be spectators while the situation has reached this point.

- We demand that the board must be fully involved and provide leadership.

## **7. ARRANGEMENT OF FURTHER TALKS**

### **7.1. Threats by SMSs**

We call upon the CEO to put serious thought on the issues raised. We believe that a solution can be found in talking.

The company cannot burry its head in the sand and hope that after sending SMSs to the employees the strike will be solved. SMS has never resolved a strikes in the mining industry, only negotiations can do that.

We call upon the company to come and negotiate. Through this behaviour the CEO has exposed his incompetence.

### **7.2 Expensive City Press Advertorial**

We have noted an expensive advertisement placed in the Sunday Newspapers. This is the further indication that Glen Lewis has ran out of ideas in running a company of Northam magnitude. For the 1<sup>st</sup> time in the history of the mining industry, the CEO of a company would talk to the General Secretary of the union through the newspapers. Poor Labour Relations. This is happening in the middle of fracturing strike. Instead of arranging a meeting with the union and try to find a solution he is wasting money on expensive newspaper articles. This is a highest degree of irresponsibility by a person task with responsibility of leading the company.

We demand that the board must release him with immediate effect. The fact that Northam cannot settle any wage negotiations without a strike is the demonstration that there is no leadership at helm of management of this company.

The company cannot claim not to have money while they are developing Boysendaal with Zondereide assets. As workers there is no benefit for us, but duplicated their roles in order to pay themselves more money. Glen Lewis must go and do a Labour Relation 101.

## **8. Today we have brought the fight to your door step.**

- We entered in to this action knowing very well that we are close to Christmas break. Therefore, there is no need for you to remind our negotiating team about your concerns of being close to the Christmas break. It was your tactics to start with negotiations late in the first place.

- Stop being worried about ourselves and concentrate on what you need to be worried about, finding solution to the current impasse. To stop your strike action against workers.
- We call upon the company to allow workers to exercise their rights to strike without any fear of victimization.
- We cannot allow you to shift the implementation date of the 1st July to any other date.

9. *Contractors*  
 - We demand that the Company must use contractors as the feeder to the Company. *if when ever they miss*  
 We expect a positive response on all issues tabled as demands within *3* days *Take from contract*

On behalf of the National Union of Mineworkers (NUM)

\_\_\_\_\_  
Date: 26/11/2013

On behalf of Northam Platinum Limited

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Date: 26/11/2013

WITNESS 1. \_\_\_\_\_

WITNESS 2. \_\_\_\_\_