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TRANSCRIPTION OF THE

COMMISSION OF INQUIRY

MARIKANA

BEFORE TRIBUNAL

THE HONOURABLE MR JUSTICE FARLAM (RETIRED) - CHAIRPERSON MR TOKOTA SC MS HEMRAJ SC

HELD ON

DAY 46 8 FEBRUARY 2013 PAGES 5011 TO 5110

HELD AT

CIVIC CENTRE, RUSTENBURG, NORTH WEST PROVINCE



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Page 5011
     [PROCEEDINGS ON 8 FEBRUARY 2013]
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2
    [09:47] CHAIRPERSON:
                                   The Commission resumes.
3
    President Zokwana, you are still under oath.
4
           MR ZOKWANA:
                                Yes, Sir.
5
           CHAIRPERSON:
                                 Adv Mpofu, I take it you
    have some more questions for the witness.
6
7
           MR MPOFU:
                             That is correct, Chairperson.
8
           CHAIRPERSON:
                                 I see some kind person has
9
    prepared for us a typed version of Mr Mabuyakhulu's
    statement. I don't know who am I to thank for that, but
10
    whoever is responsible, thank you.
11
           MR MPOFU:
12
                              It's my learned friend, Mr
13
    Tip.
14
           CHAIRPERSON:
                                 Thank you, Mr Tip. Is it
15
    going to be an exhibit?
           MR MPOFU:
16
                             I think he's going to use it
17
    in re-examination, Chair.
18
           CHAIRPERSON:
                                 Okay, we don't know what
19
    you're going to do in the meanwhile, so we won't mark it
20
    yet because there may be other exhibits interposed with
21
    that.
22
           MR MPOFU:
                             Thank you, Chair.
23
                                 Ms Pillay will be able to
           CHAIRPERSON:
24
    help us at the appropriate stage.
25
           MR MPOFU:
                             Thank you. Thanks,
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as we can see in the banners there, one of the purposes is reconciliation. What we do say, Mr Zokwana, is that parties such as your union, wittingly or unwittingly, may 5 have contributed, or may have done things which may have contributed ultimately to the massacre. We don't seek to 6 7 prove anything further than that. 8 CHAIRPERSON: Mr Mpofu, I got the 9 impression that you used the expressing "wittingly or 10 unwittingly" incorrectly, if I may say so. I don't think 11 you meant to put that NUM may have deliberately, i.e. 12 wittingly, done something that contributed to the massacre. 13 I think the whole tenor, or the whole thrust as you would 14 say, of what you were saying was you may have done things, 15 but you didn't intend to cause the massacre, which in fact did. Am I interpreting whatever you were saying -16 17 MR MPOFU: Thank you very much, Sir, yes, 18 yes. Thank you, Chair, yes. No, that's quite clear. 19 Thank you. Rather it was unclear the way I put it. You 20 understand that, Mr Zokwana, that what I'm saying is that 21 parties that we do not accuse as having been directly the 22 cause, we will say that that perseveres, we will say that 23 they may have taken actions which contributed, without 24 wanting the result to ensue, and one of those issues that have been cited as the possible causes is the issue of

the purposes, one of the key purposes of this Commission,

Page 5012 Chairperson. Good morning, Mr Zokwana. 1 2 MR ZOKWANA: Morning. 3 MR MPOFU: Hopefully we are drawing 4 towards the end and we started this on a conciliatory note, 5 I want us to end it on the same note. I want to - remember we were talking about the crucial, or crucial to us, issue 6 7 of the 11th and what role it may or may not have played. 8 MR ZOKWANA: Yes. 9 MR MPOFU: Before I go on in that line, I just wanted you to, just to assure that we're not 10 suggesting, at least not the people I represent, that the 11 12 NUM directly was responsible for the massacre. 13 MR ZOKWANA: Yes. 14 MR MPOFU: We have reserved that for, you 15 know, the people who were directly involved, who pulled the 16 trigger, and all that. 17 MR ZOKWANA: Ja. 18 MR MPOFU: And we're certainly not suggesting, you understand, that you or your union wanted 19 20 the massacre to happen. You understand? 21 MR ZOKWANA: Yes. 22 MR MPOFU: And we believe the words that you made yesterday about the regret that NUM feels about

24 the tragedy is something that I will convey to the clients,

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and I'm sure they will accept, and that after all, one of

Page 5014 union rivalry mainly between yourselves and AMCU. You understand that? MR ZOKWANA: Let me, Chairperson, try to understand this rivalry. 5 MR MPOFU: Okay. 6 MR ZOKWANA: You know, I'm not a mechanic, I'm not a car mechanic or a car designer or an engine designer. What I know is that what makes an engine move is the way the pistons are designed to create a torque 10 and the power. Therefore in my view a contradiction cannot 11 lead to violence. A contradiction can mean an exchange of 12 ideas, not that it may lead to. So I still condemn that 13 the presence of AMCU and NUM in itself would not contribute 14 to anything unbecoming. 15 MR MPOFU: Yes, thank you, Mr Zokwana. I accept that. Do I understand you correctly that what you 17 are saying is that such rivalry, competition, whatever you call it, should not lead to any form of tragedy or 18 19 violence? Whether it did or didn't in this case is a 20 matter that the Commission obviously -21 MR ZOKWANA: Yes, yes, I agree with you, Mr Mpofu, because my view is this, that we should not be on the basis of beginning to create what I would term in my 23 24 lay language, trade union war logisim, where trade unions use methods that are not designed to build peace and

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- 1 harmony of people to co-exist, but use methods of coercion
- 2 and the rest, and in saying that I'm not accusing anybody.
- 3 The Commission will decide and see who may have done that.
- 4 MR MPOFU: Yes. What I'd like to know,
- 5 Mr Zokwana, is whether you accept that a person like you,
- 6 and maybe, well not maybe, Mr Mathunjwa, therefore become
- 7 very important witnesses to this Commission in respect of
- 8 this aspect that we are discussing, because when the
- 9 Commission is all done and dusted, that reconciliation at
- 10 that level will be in the hands of yourselves and obviously

11 with your leadership core, and so on.

12 MR ZOKWANA: I would say yes, provided 13 that as the commission that took place to reconcile the 14 different groupings after the elections was based on people

15 telling the truth. I think every person who lost his or

16 her next-of-kin of all parties involved have to know who

- 17 played what role, and those [inaudible] in deciding to say
- 18 I do forgive the person because I know. Reconciliation
- 19 that will not be based on truth and commitment by those who
- 20 are reconciling, that whatever happened then would not
- 21 happen again. That's why NUM was of the view that that
- 22 signing of the Peace Accord was a step going forward
- 23 because when you sign that Peace Accord as a leader, you
- 24 command all those who follow you to follow suit. It has
- 25 been, and remains, so unfortunate that my counterpart, the

- Page 5017 promises everybody, and if, and as a union we would accept
- 2 any recommendation that the Commission will come up with,
- 3 if that will include us having to sign some pledge, and I
- 4 think you will be able to implore your own people you stand
- 5 on, on behalf, because I think the accord I can just go
- 6 back to how important when leaders take that stand, when
- 7 the president of the ANC then stood with the president of
- 8 IFP, notwithstanding their differences and the blood that
- 9 was spilled, they were able to take that stand to
- 10 discourage any of their followers to do so. So the failure
- 11 of leadership to take a stand is regrettable, and I can say
- 12 as NUM if that comes to, at the end by the Commission, we
- 13 would be willing to sign any document that would work
- 14 towards that.

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MR MPOFU: And would you also agree with me that part of that pledge or recommendation would, should encompass the behaviour of leaders, as you've just said,

18 including the use of language which may be understood by

19 their followers as calls to violence or the like?

MR ZOKWANA: I would agree with you because if leaders cannot be able to work, act exemplary to

22 their followers, you would be equal to [inaudible] head of

23 a crab being angry at its own – I don't know how to call

24 small crabs, I don't want to say children or piglets -

about the way the -

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- person you have mentioned, Mr Mathunjwa, has not seen it
- 2 fit to sign it. So in essence I agree with you.
- 3 MR MPOFU: Thank you, and it is in the
- 4 direct interest of the people I represent that what you've
- 5 touched on, which is the other function of the Commission,
- $\,\,$ 6 $\,\,$ to ensure that this never happens again, quite apart from
- 7 finding out what happened, that that goal is achieved and
- 8 to the extent that you raise the issue of AMCU not having
- 9 been a signatory, would you be in a position to ask the
- 10 Commission when it makes recommendations to ensure that all
- 11 affected parties are part of some pledge that ensures that
- 12 this doesn't happen again?

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- 13 MR HANABE: Senior Counsel, you said
- 14 something about the AMCU, that the fact that AMCU never
- 15 signed, can you say the rest -
- 16 MR MPOFU: Yes, I was saying, the
- 17 president of NUM says AMCU did not sign the Peace Accord
- 18 and I was saying, or rather the question was whether he
- 19 would, as we would and the people I represent, ask the
- 20 Commission, when the time for recommendations come, to urge
- 21 all affected parties to pledge to ensuring that this kind
- 22 of tragedy does not happen again.

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- 23 MR ZOKWANA: I would not have qualms
- 24 about that because for one reason, as a union we believe
- 25 that the right to life is that which our Constitution

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- MR MPOFU: I think they're crablets, Mr –
- MR ZOKWANA: Ja, the form they take as
- 3 they walk while they were imitating exactly what he is
- 4 doing. So leadership is about, Mr Mpofu, being
- $\,\,$ $\,$ responsible, is about taking a point that says whatever you
- 6 say in public may be taken as a command by others. A
- 7 president when he makes a speech, without declaring what,
- 8 it can lead to war, depending at the language he uses.
- 9 People who follow that ou's views may think that if I speak
- 10 bad about you, Counsellor Mpofu, those who believe in me
- 11 they can see it as a form of matter to kill you. A
- 12 culture, I want to say this again, a culture must exist in
- 13 this country where trade unions are working in a way that
- 14 it forges unity, and unity can be forged only through
- 15 respecting other people's rights to co-exist, the methods
- 16 we use in doing this. But I agree with you with singing,
- 17 with what we say in public about others, and I'm sure, Mr
- 18 Mpofu, without saying I'm an angel, if you go through my
- 19 speech you will see no words that seek to have been
- 20 designed to create that animosity towards other fellow
- 21 participants. That speech was done only two weeks after
- 22 Impala, but I chose to use a language that would always
- 23 mean that look internally, check your own witnesses, don't
- 24 blame others. So in essence, I'm agreeing with you 100%.
- 25 [10:07] Yes, and finally would you agree with me that one

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- of the obstacles to the climate that we now agree should be
- 2 built by people such as yourself, is the culture of
- 3 denialism, of digging of heels fixed positions, people not
- 4 being prepared to acknowledge their mistakes or follow the
- 5 example that you and hopefully I have displayed here, of
- when you make a mistake, retract and apologise, and maybe 6
- 7 let's move on. That is hopefully something that will come
- out of this Commission, the ability of leaders to admit 8
- 9 even some of the unpleasant things that happened in their

10 own stable.

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11 MR ZOKWANA: I would not disagree with 12 you, Mr Mpofu, because my belief is that life is not 13 static. You deal with switches of life as they change on

- 14 daily basis, but one of the traits of leadership is the ability to say sorry. Not to say sorry to please others, 15
- 16 or to be seen to be, but to say it with your whole heart
- 17 and be able to move forward - move forward, because it
- 18 allows even those you may have erred towards to find it
- 19 easier to come close to you, but I'm not going therefore to
- 20 justify or to understand, because the as I've been dealing
- with you, I have been struggling to out pick to say, what 21
- is the intention of this sentence you are making, because 22
- 23 I'm not dealing with a friend, not that there are an enemy,
- 24 I'm dealing with a counsel who represent the particular
- 25 features or particular people. So in general life, Mr

your friend is to visit you to say, Baba, I've reached an

- age to get married, I don't have enough cattle, he cannot
- come with a bunch of other people other families, that
- will argue that with you. He will come alone assigned to a
- father, and I'm saying that I'm putting that to say we need
- 6 to clarify to say if the people who were marching, 1) were
- 7 going to NUM in peaceful form, they were all NUM members in
- good standing. They were not carrying weapons. There were
- 9 no other unions amongst them, and I think those are things
- 10 that, through the Commission, you will sift and find you

11 come to your conclusion.

> MR MPOFU: Thank you, Mr Zokwana. Well, through you, will you be able to assist the Commission in that regard, since the people we represent are the only people who lived to tell the tale, as it were, and I can say - I'll put their version to you and invite your

comment. Taking into account what you've just said, I can confirm to you that there were only NUM members, but that

there were NUM members, yes, there were AMCU members and

20 there were even people who did not belong to any union. Do 21

you understand that?

Secondly, their version will be that they went or rather they decided to march to the NUM, among other things, to ask why is the NUM, which is what they believed had stopped the employer from talking to them.

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- Arbitrator, I agree to admit for a leader or any person, to
- 2 admit where faults have been made. Only on the basis of
- 3 those faults can they not be re-appeared, to stand by them
- 4 and defend them is not right. And I don't think I have
- 5 done that in my own representation.
- MR MPOFU: 6 No, thank you, Mr Zokwana.
 - Well, I can assure you I also don't regard you as an enemy,
- but my own views are unimportant. I'm just an agent. The 8
- 9 people that I represent, I'm sure, also do not regard you
- or the NUM as their enemy. Thank you for that, Mr Zokwana. 10
- Now going back to what we were dealing with. We you and 11
- 12 I had troubles as far as to say that you could not dispute,
- 13 obviously because you were not there, that the matters of
- 14 the protestors that morning on the 11th had made no decision
- 15 to go and burn the NUM offices. You remember that part?
- 16 MR ZOKWANA: That is what you've said,
- 17 Sir, you will be able to prove. What has been bothering
- 18 me, Chairperson, is that if there was any other intention,
- 19 we will have to establish if all those who were marching
- were NUM members, for they could only do that if they
- 21 wanted to consult NUM. If, among those who were marching,
- 22 there were no AMCU members, or any other formation, if they
- marched to NUM, they're not carrying any other weapons I
- 24 think those that think the Commission will shift on, I

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can't deal with that as a layperson, myself, because if

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- And, thirdly, before you answer, the reason for 1
- that particular decision was because the employer, on the
- 10th, had told them that they could only pass these demands
- through the NUM and also there's an allegation that an NUM
- 5 spokesperson had addressed them, I think outside LTD on the
- 6 10th, basically saying the same thing.

MR ZOKWANA: I can just comment to say,

- "All these things will come, but what you have just said, 8
- Counsel Mpofu, confirms one of the things I could not
- 10 present here - I was avoiding to present here to say that
- 11 one of the causes of animosity towards NUM was the
- statement you have just mentioned, that it was being said
- 13 that NUM - it was being said that the employer has made the
- 14 offer. What is blocking this offer to be tabled is that
- 15 NUM is refusing to open negotiations, and I can tell you
- 16 that are not, in my knowledge, that NUM would do. NUM
- 17 would not negotiate, but to stop the employer from
- 18 negotiating, I'm not being informed that it happened that
- 19 it way, but I want to confirm that, as such, it was being
- said, which made workers more angrier. How can NUM stop us
- getting money? And I'm saying that if there's truth to
- that I think the Commission will sift through your own
- 23 witnesses. 24 Sorry, Sir, what that more funny on my part is

that when the machine drillers in Karee met with Mr Da

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- Costa, the amount we have referred to was offered, without
- 2 NUM being part of that. I can't understand now, but I'm
- 3 sure when that is - there was truth, no truth, I think the
- 4 Commission would be able to find more, but in my view,
- 5 where I stand, I find it very awkward that the employer
- could not make an offer, because NUM told them not to make 6
- 7 offer.
- 8 MR MPOFU: Yes. Is it possible - let's
- 9 put it this way, to be fair to both NUM and the employer in
- respect to what we are discussing. As an experienced trade 10
- 11 unionist, would you agree that it is at least possible, or
- 12 one of the possibilities, that actually nothing sinister
- 13 was intended by either NUM or Lonmin, more than simply to
- 14 point out what we - even I know, which is that the so-
- called ordinary rules prescribe that the NUM, as the sole 15
- 16 recognised union, is the normal conduit through which these
- 17 grievances should be channelled and that both the employer
- 18 and the NUM spokesperson – if such a spokesperson said it,
- 19 may have just been expressing that without any ulterior
- 20 motive, is that possible?
- 21 MR MOTAU SC: Chair, before the witness
- answers, it's got to be very clear and I think it should be 22
- 23 put to the witness in its proper context that Lonmin's
- 24 version, as was put, is that these were not wage
- 25 negotiations. It was an allowance which was not subject to

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- MR ZOKWANA: Let me repeat what I said,
- Mr Mpofu, to help, because I said that if one of the
- contentions NUM has been making from Impala and also to
- Lonmin, was the tendency of companies to make offers
- 5 outside bargaining forums, but NUM has not and would not be
- 6 - I mean protest if the employer and believe that employers
- 7 were paid, hence we didn't call a strike when that first
- 8 offer was made. So what I'm saying is it remains an
- 9 allegation - an allegation to say would not be an
- 10 allegation I think would taken as true until taken to a
- 11 test. What I want to say that it is one of the allegations
- 12 - I was even told a story - I'm not sure how true, because
- when secretion is like that you hear many stories, that one
- 14 leaders of the strikers pointed to a white general, to say
- 15 that man is a manager. He is here to give us money. If
- only NUM can give approval. I'm not sure how true, but I'm 16

during the strike, which mitigated to the anti NUM attitude

- saying is this that that particular allegation was made
- 19 by strikers, but I'm not saying it's true, I'm saying that
- 20 maybe in the course your witnesses coming forward, and
- 21 other processes, we may be able to find what the truth is.
- 22 But again NUM would be never be adverse to where workers
- 23 are given an offer. It may object to the forum used, but
- 24 not stand that this offer should not be given.
 - [10:27] But, Chairperson, that question, Mr Mpofu, I

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- negotiations. So I think Mr Mpofu should put that in its
- proper context. A discretionary allowance is not subject 2
- 3 to negotiations.
- 4 CHAIRPERSON: I think you're talking
- 5 about one thing, and Mr Mpofu is talking about something
- else. What happened initially, as I understand it, was 6
- 7 that Lonmin having received a demand or a request, whatever
- you want to call it, from the RDOs at Karee. It was 8
- discussed by the board. They decided to pay this allowance 9
- of 750. That was rejected by the RDOs who wanted more. 10
- They wanted their they didn't an allowance, they wanted 11
- 12 their wages to be increased to 12 500, and as I understand
- 13 it, what Mr Mpofu is dealing with is when that demand was
- 14 put, that our wages must be 12 500, that the attitude of
- 15 Lonmin was that's a wage demand. If it comes to us, it
- must come to us through the union and not for you people. 16
- That's what he's putting. So, you, with respect, if I may 17
- 18 say so, are dealing with something else. If I
- misunderstood it, I hope I'll be corrected, because that's 19
- the way I see it. 20
- No, no, Chairperson, no you 21 MR MPOFU:
- haven't. My learned colleague, I think it was answer from
- the witness, not from me, in this discussion, where he made
- 24 the example that what surprised him is that the 750 was
- given, but I'm not dealing with that at all, Chairperson.

- don't think you intended to moot the point of saying that
- NUM is the sole organised union, it is not. In
- 3 negotiations in Impala there, I mean in Lonmin, there are
- 4 about three organised unions who participate.
- 5 MR MPOFU: Okay, I was referring
- specifically to that bargaining unit but obviously you
- 7 know, you can assist the Commission better than me in that
- regard. Unfortunately, through that objection, we lost the
- question that was asking you, which was and that's why I
- 10 was surprised by the objection because I was saying
- 11 something favourable about Lonmin, which I don't usually
- 12 do. That -

13

- CHAIRPERSON: Not previously, but
- 14 possibly the future may, a different -
- 15 MR MPOFU: Thank you, Chairperson. And
- 16 the question -
- 17 CHAIRPERSON: Repeat the question.
- 18 MR MPOFU: Yes, thank you, Chair.
- 19 CHAIRPERSON: And hopefully you won't get
- 20 an objection.
- 21 MR MPOFU: The question was this, in your
- experience is it possible that nothing sinister was
- 23 intended by either Lonmin nor the NUM spokesperson, if
- 24 there was such a spokesperson who said this, in conveying
 - to the protesters that the NUM would be the ordinary

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conduit, given the legal agreements and so on and so on,

- 2 through which such a request or such a demand, should be
- processed. I am not saying how it might have been 3
- 4 perceived by the protesters and so on, but that it was - it
- 5 might have been said in such a spirit of what you and I
- know that there's a recognition agreement, you can't simply 6
- just arrive at the office, and say, I want such and such, 7
- and there are established procedures. Is it possible that 8
- 9 that is what was - that's all that was intended?

10 MR ZOKWANA: I answered this question, I

11 don't know it was which counsel who raised it, I think it

was the AMCU counsel, my answer was simple that mineworkers 12

are seasoned members, especially - and I say that I think 13

14 even AMCU members who were NUM then, can remember that in

15 2005 an agreement was reached which was stipulating that

NUM and Lonmin an only sit after five years. When that was 16

brought to our attention at head office, we were able to 17

18 change that to be - to be in line with other agreements.

19 What I am saying is that, I am not going to deny that it

20 may have been not said, the point I am saying is that those

21 members could not have forgotten the fact that whenever

22 head office is made aware of such utterances, it always

23 intervenes to their best interest.

24 MR MPOFIL: Thank you. I couldn't find

the statement but one of the NUM witnesses testified, it's

members don't know that they could have gone about.

MR MPOFU: Sorry, Mr Zokwana, you

answered the question before I asked it. I was going to 3

deal with something else and by the way, you used the word

5 "collusion" in your speech as well, but the issue that I

6 wanted to say to you was, yes, let's accept that head

7 office may have had a particular view or another, what I

8 wanted to point to you is the fact that Mr Setelele on

9 paragraph 5 of his statement, says that the branch, the NUM

10 branch did not escalate this issue to the regional office.

11 Now, if we accept that as a fact, can we also accept that

12 if the branch did not see it fit to escalate it to the

13 regions, that would minimise the chances of it then being

14 escalated further to head office?

15 MR ZOKWANA: Yes, he could have done that Mr Mpofu, provided it was being addressed to novices or new

17 NUM members, who have got no historical background. I

18 still point that some of the members who were on strike

19 were present in 2005, they know that, and on daily basis we

20 deal with such things where maybe a branch does not reflect

21 things the way they should be. Members of the union - of 22 NUM are very bold. There were about ten last week at head

23

office, demanding to meet with me, no anybody else, and I 24

know there's a problem that has come from the regions and

all that. They don't resort to anti NUM attitudes, they

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either Mr Setelele -

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2 MR ZOKWANA: Setelele, yes, I remember.

3 MR MPOFU: Yes.

4 MR ZOKWANA: And that's why I am saying,

5 is that amongst those AMCU members, there's Steve Kologi.

I know him, he was present in 2005. He knows what happened 6

when the company colluded, not colluded the word to use,

8 because collusion is a - with many meanings, agreed with

9 the local branch and the members were not happy about that

10 agreement. They approached us. I am saying this that when

that person made that, he was not making law articulating 11

12 how NUM functions and I am saying that had these members

13 approached us, even if the issue they were raising was

outside the agreement, and I've made an example, 14

15 Chairperson, of what happened in the gold and coal. In the

gold, there were agreements that were reached that would 16

have said, drillers like any other employee will get 10%, 17

18 but when drillers showed their discomfort through the NUM

19 head office were able to roll them up from group for the

group [inaudible] because they've got a single bargaining

21 council to be able to make sure that in October, they got

22 R500 and I am saying that the fact that you have signed an

agreement cannot allow you to go a strike, but you can

24 still raise those, and request the employer. So I

understand that - but it's not law or not that those

Page 5030 will demand that we demand we come. In 2005, how I knew

about that agreement was not through the regions, and

seeing that those members may have heard the statement you

are saying, and I am saying if they were newly NUM members,

they would have said, this is the end of the road, but I

6 know amongst them there were those who were on that mine on

7 that day, in years before, like the person I have

8 mentioned, they could have known that in most instances

when the branch doesn't give them comfort, they would come

10 to head office. So my answer is twofold, saying that yes,

11 that is we are raising could have been, but I am also

12 saying that to seasoned workers, but let's look at this, Mr

13 Mpofu, I've seen this practically in life, where members

14 are angry with the branch, with the region, but it is my

15 view that when a senior arrives, they will happy that he

16 has come and would be able therefore to run through all

17 their frustrations, and that gives you a chance to address

18 those things, and unfortunately the day I was at the

19 koppie, that did not happen. I can tell you, Mr Mpofu,

20 lastly, lastly now an example, lastly, there was a

21 situation where the members were angry at their branch at

22 Kloof for a week not going to work, inform the members

23 there. When I arrived they were able to, they were happy

first, receptive, and they put to me compelling reasons

that the branch has had and they can assure you if you can

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- go there, none of those branch leaders are still in that
- branch, and there's harmony in that branch. So head office
- would act if it is made aware of any unbecoming behaviour.
- I am not saying there was, I am saying that those members
- 5 could have been able when I arrived on the koppie to tell
- me that these are our frustrations. 6
- 7 MR MPOFU: Mr Zokwana, if I can appeal to
- you just to shorten the answers. I heard what you are 8
- 9 saying. The issue of the 15th, I think it's accepted that
- 10 by then attitudes had hardened and so on. I am just
- talking about the 11th, just following on what you've said, 11
- as you said, what I put to you might be the case, now if it 12
- 13 was the case, then surely you would agree with me that the
- 14 members, those members, the seasoned members and all, would
- 15 exactly do what I have just said to you, wants to enquire
- as to why all of a sudden, unlike 2005, unlike all these 16
- other times, the union is suddenly standing in their way. 17
- 18 And in doing so, they would go to the nearest NUM office to
- where they were, near the stadium, which was down the road, 19
- 20 to make that inquiry.

1

- 21 MR ZOKWANA: I have said, Counsellor
- Mpofu, that will be what I think we have to verify factors 22
- 23 to, if - because I would expect therefore that NUM members
- 24 will know that we have an office. And I can tell you what
- 25 NUM members would be in most instances. They would not go
 - Page 5032
 - as a group, marching, and I am sure you know it, Mr Mpofu,
- 2
- 3
- 4 go and march but for the first interaction with the person
- 5
- team. So I am saying that we need to look at all those 6
- 7
- 8 to come to that conclusion, when we've been able to verify

- not all of them. And I am saying, to my view it is not 10
- 12 information you say wanted to acquire. And I am saying to
- 13 you it may have surprised them maybe to see NUM shop
- stewards saying, this is the end of it, you cannot go 14
- 15 forward and negotiate but I am still saying, it cannot be a
- qualification for them to do what is alleged that they did. 16
- 17 Maybe just to be, so that we
- 18 can take this conversation in its proper context, I should
- were coming to do, and you talked about anger. It is so
- 21 that another issue that had been raised which was intended
- 22 to be raised at the NUM office, were the activities of the
- people, the NUM people in the Quantum vehicle which had

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- go to work, that kind of thing. And that was one of the
 - issues which was going to be raised, and before you answer,
 - 3 the third issue was that if indeed the union was the only
 - conduit through which they could pass their demands to the
 - 5 employer, then the NUM should do so, as it were, even
 - 6 though they were not all NUM members.
 - 7 [10:47] MR ZOKWANA: Thanks, counsel. The
 - 8 allegations of people being harassed, I am not in a
 - 9 position to confirm or say it is not, I'm sure is an area
 - 10 that I think you will present evidence. But let me show
 - 11 this that the only disadvantage that - what's presented,
 - 12 was blocking NUM doing what it could have done, is what I
 - 13 have gone through to say, it was the attitude of the
 - strikers towards NUM. Let me say this why. Counsel,
 - you're seeming to be looking for other documents. I wonder
 - if you are going to hear. You're starting that and it's 16
 - 17 distracting you, not giving you more -
 - MR MPOFU: I'm looking, thank you.
 - 19 MR ZOKWANA: Alright, alright. But I can
 - 20 assure you of one thing that, you know, when these strikes
 - 21 were happening, not only in Rustenburg, what made them to
 - 22 come to an end, was the ability of the striking members and
 - 23 remember this demand is not only limited to Lonmin. There
 - 24 were almost in a number of other areas. NUM was even able
 - to lead, because you know it's one thing of a Union leading

18

- is that when you go to march, it is when your delegation
- that has been sent, could not receive the answers, then you
- engaging with, you don't send a delegation, you send a
- things, that given the situation we have outlined, we need
- 9 that only NUM members were marching, and you already said,
- that those people were marching to NUM to acquire the 11

- - MR MPOFU:
- tell you what else the would be the version of what they

- 24 been experienced the day before where there were
- 25 allegations that strikers had been assaulted or forced to

- Page 5034
- the strikers, that you can retain discipline to make sure
- that people don't break other people's things. And we did
- that companies. Now the issue of people being beaten up,
- 4 allegation in Quantums, a similar thing will be
- 5 investigated and I think as NUM it's not something we would
- 6 - because even to conform to how we do things going
- 7 forward. Our shop stewards represent workers and I won't
- 8 find anything wrong in them assisting them to go to work,
- 9 but if it meant that they were beating people to go to
- 10 work, that would have gone beyond what NUM would be doing.
- 11 The other question you wanted to know whether NUM was the
- 12 only channel through which, I think you asked that
- 13 question?
- 14 MR MPOFU: Yes, I did, I said that was
- 15 the third that they gave, yes.
- 16 MR ZOKWANA: No, no, as I've shown
- 17 earlier that NUM -
- 18 MR MPOFU: According to the employer,
- 19 sorry.
 - MR ZOKWANA: Sorry?
- 20 21 MR MPOFU: I'm saying according to what
- 22 they were told at the time, ja.
 - MR ZOKWANA: I'm sure the employer will
- 23 have to answer that question. I'm not sure if I can be -
- I've not been I mean on our mandate the employers are not

Page 5035

members of NUM, unfortunately. We differ a lot with them.

So I cannot be able to say it was true that they said that.

3 CHAIRPERSON: I think you're quite right

4 in saying that - I understand why Mr Mpofu is putting the

5 points to you, to get comment and to tell the other parties

essentially what your client's version is. But you can't 6

7 really answer directly at all, because you weren't present

and you don't know. 8

9 MR ZOKWANA: I said, Chairperson, I don't

10 know.

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CHAIRPERSON: Well, he put the points, so 11

we all now know what his client's version is and 12

13 particularly Mr Tip knows and the representatives of Lonmin

14 know and I'm sure this information will be useful going

forward with the inquiry.

MR TIP SC: Mr Chair, it is indeed so

that it is useful for all parties and the Commission to

18 hear a version being articulated and we certainly don't

take the approach that I might otherwise have in respect of

20 a civil law criminal trial where there is a bilateral

21 arrangement and I've allowed the cross-examination to

22 continue on that basis. But there is one aspect that I

23 need to raise. A version is being put inter alia in

24 respect of why persons went to NUM office on that day.

25 That will be contested in due course, but there are Page 5037

Page 5038

- remember, previously I said this kind of thing that can be
- dealt with between colleagues, is best dealt with between
- 3 colleagues first and then if that fails, with the evidence
- 4 leaders and only finally with the Commissioners in
- Chambers. It's not necessary to raise it I'm not
- 6 criticising you, I'm just reminding you. It's not
- 7 necessary to raise it now in the open Commission. The
- 8 point you raise is one that occurs to us all, but I trust
- 9 that while the rest of us are enjoying a cup of tea, you'll

10 raise it with Mr Mpofu. Mr Mpofu, would you like to carry

on?

11

12 MR MPOFU: Thanks, Chairperson. Mr

13 Zokwana, all I'm putting to you now, I appreciate that you were not - I'm fully aware that you were not there on the

11th. I'm just tapping into your knowledge, particularly as

you have referred to previous occasions and so on. And 16

17 really the gist of what I'm saying, I'll summarise it in 18

the following. Would you agree with me or not that if and

19 it's a big if, all these things as you correctly say, will

20 have to be proved and what have you, but if those were the

21 three things that they wanted to come and table at the

22 office, would you agree that it would be reasonable for the

23 RDOs who had been told the previous day, rightly or

24 wrongly, that you can only come here through the NUM, to

want to go to the nearest NUM office to raise those issues,

Page 5036

particulars now that have been put forward in respect of

NUM persons and the quantum and the course of the -2

> CHAIRPERSON: I was going to raise those

4 myself -

5 MR TIP SC: Yes.

CHAIRPERSON: With Mr Mpofu, because Mr 6

Sikelele says he was responsible for the vehicle and he

actually went - was on it during the night of the 10th when

9 these things happened or didn't happen. But I didn't think

10 it appropriate to raise it while Mr Mpofu is cross-

11 examining Mr Zokwana. It is something I was going to refer

12 to, but yes, it's now on the table any way. But I -

13 MR TIP SC: 1 _

14 CHAIRPERSON: Let Mr Mpofu proceed with

his cross-examination, unless there is some other point you

16 want to make at this stage?

17 MR TIP SC: I just want to make this

18 point and it's precisely for that reason that I haven't

intervened, but that is - Mr Mpofu has been good enough to

provide a series of statements and some of them relate to

21 the 11th. None of them contains any allegations in respect

22 of this particular aspect and it is of consequence for us

to be certain that we will in good time receive such

24 statements.

CHAIRPERSON:

Again Mr Tip, you may

maybe to complain. I'm not going to say that they were not

concerned about this, but to go and do that. In other

3 words, to go for peaceful reasons as opposed to the

4 belligerent reasons ascribed to them.

5 MR ZOKWANA: I have listened to Mr Mpofu,

6 but I want to put it this way to say, in the - you wanted

7 my own view, not because I was there, to say that,

8 Chairperson, in the history I have been in the Union,

9 members don't march to the office. When they have got

10 problems, there are ways which they would use.

11 CHAIRPERSON: Mr Zokwana, but you're not 12 answering the question, you know. The question that was

13 asked, is this. Never mind the surrounding circumstances,

14 which may in fact paint another picture, but all the

15 questions, all counsel wants to know from you, is the three

16 reasons he gave, which he says his clients say were their

17 reasons for going to the NUM office. He said, were those

18 reasons taken by themselves, would they have constituted

19 good satisfactory sensible reasons, justifiable reasons for

20 a visit being paid to the NUM offices to raise those

21 points. I think that's his question.

22 MR MPOFU: That's -

> CHAIRPERSON: I would imagine the answer

24 to that is, 'yes' or am I wrong?

25 MR ZOKWANA: It will be a 'yes',

23

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	Page 5039		Page 5041
1	Chairperson, provided and I would think that the Commission	1	MR MPOFU: No.
2	will clarify that. I said, if it was NUM members marching	2	MR TIP SC: Not for the moment.
3	to NUM office, minus any weapons, not in a threatening	3	CHAIRPERSON: President Zokwana, you're
4	form, yes, they could have done and I think the counsel has	4	still under oath.
5	already admitted that it was not only NUM members who were	5	MR ZOKWANA: Yes, Sir.
6	marching. And I wonder what would have been the approach	6	CHAIRPERSON: Mr Mpofu, you're still
7	of those NUM members marching to an organisation they don't	7	cross-examining?
8	belong to by their own choice? I'm saying therefore, my	8	MR MPOFU: Thank you, Chairperson. Mr
9	answer I'm giving, is yes and no. Yes, in as far as NUM	9	Zokwana has –
10	members marching to their office, peacefully without arms,	10	MR ZOKWANA: Can I be allowed to make one
11	to raise these concerns. But no, if there were other	11	correction, Chairperson? Unless my reading of the
12	Unions implicated who did not want anything to do with NUM,	12	Chairperson's statement you referred to, Sikelele is wrong.
13	and I wonder what would have been. And if there were	13	In the, if you would check page 6, paragraph 24 of that
14	weapons that they carried, because when you march to your	14	statement, he addressed the mass meeting on the 12th, a day
15	own organisation, you can write a placard and you can	15	after the march. If that being so, the reasons to marching
16	insult, because insults don't get written on your back when	16	to NUM by the strikers could not have been informed by the
17	you go home. But when you stung or hit by a stick, anybody	17	understanding the NUM was saying that they can only have
18	can see that you have been hit. I'm saying that, Mr Mpofu,	18	that discussions after two years, unless I'm wrong. Maybe
19	the answer is difficult to be yes or no. It depends on the	19	you can help me.
20	circumstances.	20	MR MPOFU: Yes. No, I will try and help
21	CHAIRPERSON: I think you will forgive me	21	you.
22	if I say this, what you've now been saying is really	22	CHAIRPERSON: - look at paragraph 4 of
23	arguments, which your counsel will present. Perhaps not as	23	his statement on page 1.
24	ably as you have done but they will present it at the	24	MR MPOFU: 4?
25	appropriate time. Shall we now take the tea adjournment?	25	MR ZOKWANA: I've done that, Chairperson,
	-	\vdash	
1	Page 5040 MR MPOFU: Thank you, Chairperson.	1	Page 5042 but the only meeting he addressed where he announced the
2	CHAIRPERSON: - why those instructions	2	NUM position to the strikers which could have made them, as
3	aren't in the statements. The Commission will now adjourn.	3	the counsellor was saying, to want to go to NUM to explain,
4	[COMMISSION ADJOURNS COMMISSION RESUMES]		could have only happened after the 12th, which was the day
5	[11:31] CHAIRPERSON: The Commission resumes. Mr	5	after the march had taken place. I'm saying I think that
6	Tip, did you and Mr Mpofu have the opportunity to deal with	6	you may help me if I'm wrong, but the meeting he addressed
7	the matter that you raised before the adjournment?	7	where he told them that the strike is illegal and all those
8	MR TIP SC: We had a discussion –	8	things, was on afternoon, on the 12th.
9	CHAIRPERSON: Things were put which	9	MR MPOFU: Yes, thank you. No, okay, I
10	didn't come from the, as instructions, which didn't come	10	don't want to, we'll debate that, I'm sure, in due course,
11	from the statements that you already had, so obviously some	11	but just for your own satisfaction, what I was putting to
12	extra statement is still outstanding. Did you raise that	12	you was not that Mr Sikelele had addressed the workers. It
13	with Mr Mpofu?	13	was that the allegation is that an NUM person on the 10th
14	MR TIP SC: Well, I did. I don't want –	14	had said more or less what the employer had said.
15	CHAIRPERSON: It's been attended to?	15	CHAIRPERSON: You'll notice Mr Sikelele
16	MR TIP SC: Well, I just want to say	16	doesn't allege that he was at the LPD on the morning of the
17	this, I don't want to detail our discussion but what	17	10th when the strikers were there, and the allegation,
18	happened as that Mr Mpofu pointed to a passage in a	18	whether it's true or not we'll find out later, but the
19	statement which he relies on, and we will deal with that in	19	allegation is that an official of the NUM was there and
20	due course.	20	said what Mr Mpofu had said, but whether that's so or not

25 anymore in that regard. 25 topic. But anyway, we don't have to worry that for the

Okay, well that

There isn't a problem

CHAIRPERSON:

CHAIRPERSON:

23

22 satisfactorily deals with the problem.

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MR TIP SC: Yes.

24

21 we will discover in the course of the inquiry, and the

23 of the 10th will be able to help us, I take it, as to

22 Lonmin witnesses who dealt with the marches on the morning

whether an NUM official was present and also spoke on this

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moment. 1

2 MR MPOFU: Thank you, Chair. Yes, if my 3 memory serves me well, a Mr Sinclair almost confirms, but

4 we'll deal with it in due course.

5 CHAIRPERSON: la

MR MPOFU: 6 Mr Zokwana -7 MR ZOKWANA: Yes, Sir.

8 MR MPOFU: I'm going to, I've arranged 9 with Ms Pillay for a short footage to be played, which I

will ask you questions about, but before I do that, just to 10

11 put that footage into context, I want to say to you, your

last answer was that if these people wanted to raise these 12

13 reasonable or legitimate concerns at the NUM, then why

14 would they come with non-members, something to that effect.

15 Remember?

17

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MR ZOKWANA: Yes. 16

MR MPOFU: Now I want to say to you that our version at least on that is that when, or if they were told that the NUM is the agent through which they should

20 come, they had already taken a deliberate decision to

21 approach this matter not as members of union X or union Y,

22 but as RDOs, and would that not explain therefore why, when

23 they came to make the inquiry, subject to it being proved,

they would also come in the same fashion? In other words, 24

25 not come in a partisan type of grouping. you can confirm to the Commission, isn't it, is that in

2 actual fact even the AMCU members who were there would have

mostly been people who had only defected from the NUM round

about 2011. So they too might be puzzled because they knew

5

what the NUM, how it works or doesn't work, as ex-NUM

6 members. Isn't that correct?

MR ZOKWANA: It would depend, Mr Mpofu. I mean I said yesterday some of the AMCU members who joined

9 or who led AMCU currently were dismissed by the

10 organisation, and I said there's no pain - I can speak

11 because I've seen the behaviour of those who have been

12 dismissed in the organisation, that is painful, that you'll

13 still be cold, that there is a home but you are still on

14 the veld, and I'm saying that what would have informed

15 those people would depend, and I'm saying this, that I

16 cannot be able to say whether they would have doubted that

17 it is true that NUM has said these things or not, but I'm

saying that among those people there may be those who may

19 get a view that NUM is a good organisation, you can't go

back, when that was said, say it confirmed our view, by the

way. I'm saying again I'm not in a position to give that

22 answer as a fact.

23 MR MPOFU: Yes, but surely the people 24 that you are talking about who might have felt that pain,

would be a few people, and that pain would not be

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MR ZOKWANA: Yes, let me come to say, Mr

2 Mpofu, I would understand it two ways to say, 1, it could

3 not have disappointed those who chose not to join NUM if

4 such was said, could have reason for not joining it, but to

5 NUM members would have puzzled at that, and their going to

the office would have been to verify if it is true. So in 6

7 my view what would have informed them would be different,

and I'm still saying that NUM members could have heard the 8

9 reason if that was the approach they took, provided they

were unarmed, they were peaceful. They, even they could 10

11 have requested leaders to come forward and address that,

12 but I'm saying that it can only be an answer I would give provided the intended probing of your witnesses can -13

14 [inaudible] know that it doesn't sit well with me that non-

15 NUM members who have chosen to join other organisations

would have the same view as NUM members. First, NUM member 16

17 will be puzzled, how can this union I have joined all these

18 years change to say this about me, but an AMCU guy will not

19 be surprised by the way because, I mean he is not a member

20 of NUM and he [inaudible] not saying member of NUM, I'm

21 saying that the, while they may be together and so their

response won't be the same. And again, Chairperson,

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remember that I'm giving these answers not because I've got

information at my disposal.

MR MPOFU: But what you do know, and what

necessarily spread to the masses of the members, the

thousands of people that we're talking about. Would you

agree with me?

MR ZOKWANA: Again, Counsellor Mpofu,

there's a possibility, there's not. Sometimes you may have

6 very few people, but you say a few but better, but at the

7 same time quantity may not be the best formula at the

8 position; quality may, so it depends what role were those

9 guys playing because only few guys may dream about the road

10 forward but influence others to follow. It's not that we

11 can think the same way, and I'm saying that it depends on

12 the role that those were playing, but I know that the

13 people that NUM has dismissed, [inaudible]. The reason

that there was a strike in Karee was because those people

15 were powerful.

> MR MPOFU: Yes, but also what we do know, Mr Zokwana, is that the people who marched to the NUM offices were not those few people but the masses, or let's say a large crowd, as the Commissioner asked me to say, which was estimated variously by different people at between 2 000 and 3 000. That we know.

22 MR ZOKWANA: That I think is unsuitable, 23 but again, Counsellor Mpofu, I'm sure you agree with me 24 that in any other form of action you need a few individuals

[inaudible] things through. I may not be saying amongst

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Page 5047 those that NUM flushed off for any other reason, they're not leading, they were leading. I'm saying this, that it 2 3 is those people, being 2 or 3 000, it would be, I mean 4 unlikely that they could have just woken to say tomorrow go 5 to NUM offices. There could have been influential people, there could have been - and who they are, I mean it's not 6 7 the issue. What I'm putting to you is to say this, that it is not easy for me to say that the reasons you put forward 8 9 are the right ones, and I'm saying again that when you 10 present that report, or sorry, your evidence, you may prove that, you may find then maybe that the version you are 11 12 having is not what really happened on the day in question. 13 Without putting allegation, Counsellor Mpofu, this thing 14 began at Karee when the formal request was made to the 15 employer with Mr Da Costa. There was a team of five people. I can't be sure whether those people formed or 16 17 played what role in going forward, and I know that NUM lost 18 its foothold in Karee by that moment, given the strength 19 that happened the year before, so I'm saying that I'm not 20 in a position to come here and say it is so that maybe 21 these people, the strike was of people who believed that 22 there was really a genuine reason or a stand what NUM was 23 saying. Others may have said, it confirms, by the way, 24 what view we have held about NUM. Others may say we are 25 disappointed, don't know why. I'm saying that there are

MR MPOFU: No, it's not that one -1 2 CHAIRPERSON: - of a statement that that witness, I think it's that witness, made himself f-4 MR MPOFU: Yes, that one was made to the 5 police. CHAIRPERSON: 6 Have you got another one? 7 MR MPOFU: Yes, this is our -8 CHAIRPERSON: Okay, that we'll get after 9 lunch, alright. 10 MR MPOFU: If at least the witness can -I'm just going to read it out so long, Mr Zokwana. It's 11 12 not long. He says, Mr Mabuyakhulu - sorry, Chairperson, I 13 didn't anticipate this. "On 9 August 2012," the parties 14 have the statement, it's just the bench that doesn't, 15 Chair. Paragraph 2 says, "On 9 August 2012 there was a meeting of all RDOs from Karee, Rowland, and Eastern Companies. The meeting was held at Wonderkop outside the stadium. In the meeting we discussed the salaries of the 19 RDOS. 20 [11:51] In that meeting it was decided that no union 21 should be engaged in the wage negotiations. The reasons 22 for the decision were that the RDOs belonged to different 23 unions, and we wanted to negotiate only for the RDOs 24 without involving other employees which the unions were not keen to do. The RDOs had complained to NUM since 2006 and Page 5050

Page 5048

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all those possibilities.
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2 MR MPOFU: Thank you, that's all I 3 require from you, just to say that it's a possibility, and

what you are saying, that there might have been influential

5 people, is also another possibility. I'll grant you that.

The issue then is, I just want to put to you before we do 6

7 the footage, two statements which basically constitute the

8 version, apart from this issue of the quantum, the version

9

that we're going to put from the witnesses on this point.

10 The first witness is – Chairperson, I'm sorry, I didn't

11 anticipate this, so we didn't have copies of the statement.

12 I know that it has been submitted. If the Chairman can

13 allow me to read -

14 CHAIRPERSON: - and you can give us the 15 copies later.

16 MR MPOFU: Thank you, Chairperson.

17 There's just one -

18 CHAIRPERSON: It may be after the

19 luncheon adjournment.

20 MR MPOFU: Yes, thank you, Chair. The 21 first statement, and we'll give it an exhibit number after 22 lunch, is a statement of Vusi Musi Mandla Mabuyakhulu.

> CHAIRPERSON: This statement which, well

24 unless you've got a different one, Mr Tip has given us a

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typed version –

23

7, as stated by those who had been working for Lonmin for

some time. They reported that they had not received any

feedback from NUM negotiators. It was agreed that on the

4 10th, we would go to the employer at LPD. We agreed to meet

at 8, at Wonderkop, where we were gathered. NUM is the

only union recognised by Lonmin to speak for everybody." 7

And then on the point that you and I were discussing, he

says at paragraph 7. "On the 11th at nine, we met at 8

9 Wonderkop and we exchanged views. It was then decided that

10 we approach the NUM and enquired from them why they had

11 prevented the employer from engaging with us. The

12 gathering then marched to the offices of NUM. We walked to

13 the offices which are situated near the satellite police

14 station." And then the other statement which I think is

15 BBB3, Chairperson, and it's just one line that I am -

> CHAIRPERSON: In fact it's Simphiwe Booi.

17 MR MPOFU: That's correct, Chair. Mr

18 Booi incidentally was one of the people who had been in the

5 Madoda that met with Mr Da Costa, but that's not the -

the point now is he says at paragraph 23, "On 11 August 2012, we had several discussions and agreed to march to the

NUM offices as management had said, they would only talk to

23 the NUM." So I am just saying those are some of the

reasons that were cited. You and I have already discussed

this, but I just wanted to put it in its proper context.

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The issue that you have raised, apart from this issue of

- 2 why would non-members march to NUM? Is that the second
- 3 rhetorical question you asked is, why, if they wanted to
- 4 make these enquiries would they come heavily armed?
- 5 Remember that?
- MR ZOKWANA: 6 Yes
- 7 MR MPOFU: Now the evidence on that
- 8 aspect is going to be that on the 10th and the 11th although
- 9 there were people carrying sticks, the kind of weapons that
- 10 you admittedly observed on the 15th, were not part of the
- equation at all, and that if that can be so, would you 11
- agree with me that that would yet be another find that they 12
- may not have been coming with belligerent intentions? 13
- 14 MR ZOKWANA: Chairperson, I have been 15 enjoying this seat all this time, answering Mr Mpofu at the
- best of my ability, but it has been a bit difficult now 16
- because I have to give my view on untested evidence of his 17
- 18 witnesses, whether the version that they present, they
- 19 present the facts, I will say this, Chairperson, supporting
- 20 it by the statement made by the AMCU president when we met
- 21 at the SABC. He differs with the version given here by
- 22 your two witnesses, and you will find that difference in
- 23 page 17, paragraph 15, it says, "they were passing the NUM
- 24 offices to the stadium. It is then they were shot at by
- 25 NUM." This means, sorry, Sir, please allow me, I am saying
 - Page 5052
- this that you are putting this version that is presenting. 1
- There's a version again of the security guy, Ikageng, who 2
- 3 have got his own reasons as given by David, and I am saying
- 4 that it is difficult then for me to make a view,
- Chairperson, to whether the version that you are presenting 5
- 6 is true, for one reason, that that's been tested in this
- 7 process, as mine was tested. He is not - and I am saying
- 8 that if you read different versions given by many people,
- 9 it is not possible for me to say that it is the version
- 10 that these people were marching to the NUM because - and
- 11 again, on the statement of the first statement, you -
- 12 there's a mistake I think it has been made twice to present
- 13 NUM as the sole agent is wrong, is wrong, it's not only NUM
- 14 and if this is based on - Chairperson, it may have created
- 15 a wrong view that only NUM could have been approached in
- 16 dealing with this. For negotiations to be reopened you
- 17 needed all unions will sign during negotiations. It was
- 18 the case when negotiations were reopened, after the
- 19 massacre, but nonetheless, I am saying again, Chairperson,
- I always put in a situation where I have to comment on
- 21 untested evidence. So I am saying, I am showing you as
- 22 well that beyond these two views presented, other views are
- presented as I've shown you that if you go to the president
- 24 of AMCU's record, that is contained, I am saying that you
- 25 can show me the video, I am willing to look at it.

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- MR MPOFU: Sure.
- 2 MR ZOKWANA: But I am not in a position
- to make an opinion because I think up until all these
- versions, sometimes by your own clients that can assist the
- 5 Commission to come to a conclusion. Let me correct one
- 6 word I used, Chairperson, that I am happy to be here. I am
- 7 not happy to be here. I meant to say, I have been willing
- 8 to present facts as they are, because this place, is not a
- 9 place one can be happy to come on, after this gruesome
- 10 incident. Myself I am not be happy to be here and see
- 11 families who have lost their next of kin. But I was saying
- 12 that I have been willing, Chairperson, to present issues as
- 13 factual as possible but the current scenario I find myself
- 14 in, of having to deal with untested evidence, presents me
- 15 with problems.
- 16 CHAIRPERSON: Mr Zokwana, I know it's
- 17 untested, but I think we will get to the end of this part
- of the case much sooner, if we proceed on this basis, that
- 19 Mr Mpofu is doing, he is saying, this is my case, I am
- 20 going to lead evidence on it. If it's accepted by the
- court, then certain things will happen. But what he is
- 22 putting to you, is this is my case, what comment do you
- 23 have to make about it? And that's all he wants you to do.
- 24 He must obviously keep it as short as he can, and you must
 - keep your answers as short as you can, so we can get to the
- - end of this what you say is an unhappy experience, but
- 3 those are his instructions and just comment. Whether his
- instructions turn out to be correct or not, is a matter
- that we will know the answer to later on, as the Commission

that's the way to do it. Just accept for the moment that

6 proceeds.

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- 7 MR ZOKWANA: Thanks, Chairperson. I can
- say that when that point is put forward, my view is that he
- cannot accord with the version, and I am sure when that he
- 10 presented and the cross-examination is done it will be
- 11 shown otherwise. I am not going to go deeper as to why I
- 12 say that.
 - Okay. Alright. MR MPOFU:
- 14 CHAIRPERSON: We've now been handed a 15 statement which is the witness statement of Vusi Musi
- 16 Mandla Mabuya Nkuhlu. What is the exhibit number?
- 17 MS PILLAY: Chair, it will be BBB8.
- 18 CHAIRPERSON: BBB?
- 19 MS PILLAY: 8.
 - CHAIRPERSON: 8. Thank you.
- 21 MR MPOFU: Chairperson, if may I ask that
- the footage be played. It's not long. It's both clips, Ms
- 23 Pillay, if it can be played back to back, just to save
- 24 time.
- 25 CHAIRPERSON: Would you tell us shortly

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whatever stage, but at that stage I'm saying yes. And the

Yes. Well, okay, I don't want

song is not saying kill NUM or shoot a particular person.

to be - to the issue of songs, maybe we will get there,

maybe we won't. But the evidence will be that on the

morning – or rather, that was when they went to the LPD,

MR MPOFU:

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Page 5055 Page 5057 what they are. in the same fashion, some people were carrying sticks and 2 MR MPOFU: this is when the decision was taken to march to the NUM. It's the marchers on the 10th to the LTD. 3 The evidence will also be that it is only after the CHAIRPERSON: 4 Yes? shooting by the NUM that they fled towards the Koppie and 5 MR MPOFU: There might be other places 5 thereafter people went home to fetch more traditional but that's the main. 6 weapons and what has been described as dangerous weapons? 6 7 CHAIRPERSON: 7 MR ZOKWANA: I think on that area there That's on the Friday? 8 MR MPOFU: Yes, on the Friday, the 10th, 8 will be contestation because there are different views. 9 9 yes. The views of NUM that's put forward that some workers were 10 MS PILLAY: Mr Chair, it's exhibit W3 and 10 injured, it being the day before, I'm not in a position to W5, and Mr Mpofu has asked that they be shown back to back. say what weapons were carried. And I believe that - my 11 11 VIDEO BEING SHOWN 12 12 issue is that it can go as far as whether what kind of 13 MR MPOFU: Thank you. Mr Zokwana -13 weapons were carried when they marched to the NUM office, 14 MR ZOKWANA: Yes? 14 whether the intention as you put it, because the other and I'm sure that will be cleared by the evidence. All I 15 [12:11] MR MPOFU: I am going to try and lead you by, by making descriptions of what you saw and then if you can say now, I cannot support your view that they were not 16 disagree you'll say so and if you agree you'll say so, just 17 armed on that day. 17 18 to make it quicker. 18 MR MPOFU: Yes, and apart from the MR MPOFU: 19 Would it be correct to say 19 question of the escalation of arms, you also are not in a 20 that in the first clip, rather let me start by saying, in 20 position to dispute the fact that they decided or they the last clip when we see the people dispersing there are 21 started to gather at the Koppie also as a result of the 21 22 shoot out or the shooting by NUM? 22 virtually no arms, not even sticks that you can observe. 23 And that in the first one, there are people carrying 23 MR ZOKWANA: Neither can I confirm it, 24 Sir. 24 sticks, some carrying nothing, others carrying placards and 25 25 others carrying branches of trees. Sorry, Chair, for MR MPOFU: Now which takes us to the - my Page 5056 Page 5058 completion, and at least one of the placards that we saw, 1 closing statement on this issue, which is -1 was written, "We want to have 1 500." 2 CHAIRPERSON: Has the witness answered 2 3 MR ZOKWANA: Yes, I saw that. 3 the question yet? He said he can never confirm 4 MR MPOFU: Now the evidence - or let me 4 MR MPOFU: 5 put it this way. Compared to what you saw on the 15th, in or deny, yes, Chair, or rather refute, thank you, Chair. terms of the arms that were carried, would you agree that 6 And that is this, Mr Zokwana. 6 7 this was almost insignificant? 7 MR ZOKWANA: Yes. 8 8 MR ZOKWANA: Not only the arms, even the MR MPOFU: I know I've already made this 9 9 mood itself is not as it was on the 15th. statement to you yesterday, but I would like you to now 10 MR MPOFU: Yes. Despite the unfortunate 10 answer it in the light of what we have canvassed today. 11 lyrics of the song, you would agree that this crowd was not 11 Would it then be reasonable for me to argue, as I will at 12 as threatening as the one that you experienced? 12 the end of the case, that but for the shooting at the NUM, 13 MR ZOKWANA: I did not see signs of 13 at least two things which lead to the massacre may not have 14 threat, but of course I was not there, but I can say that 14 happened. One being the allegedly dangerous weapons, the 15 on the picture and the way they are walking I can't venture 15 presence of that in the equation and also the gathering of to say there could have been no, as they were presenting or 16 16 the people at the Koppie. And if you remember, before you

when they were allegedly told that the NUM and so on, what 23 Before Mr Zokwana answers, Mr 24 we went through this morning. The evidence will be that on Chair, this is a repeated theme that arises in the course the - after that dispersal, on the 11th they then gathered of cross-examination of this kind and I make an objection ARCHIVE FOR JUSTICE

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answer, what I had postulated there is that surely the

massacre as it happened, with the victims that it had,

would the same people who died, same people who were

arrested, same people who were injured would not have

happened, but for those events. I know it's a long

question, but I'm sure you get the gist?

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Page 5059

- 1 which has been heard on several occasions before. It's
- 2 necessary to make it again and that is the question
- 3 requires from the witness a judgment in respect of an
- 4 assessment of facts on issues that this Commission will
- 5 ultimately determine. It goes far beyond putting
- 6 propositions related to facts about which he can, on the
- 7 basis of experience, assist the Commission with a view.
- 8 This is a judgment call on the conclusions.

9 CHAIRPERSON: You know, he's been asked a
10 whole lot of these questions this morning. You didn't
11 object. I considered whether I should not – disallow the
12 questions, but in view of the fact you didn't object, I

13 thought – I didn't want to be accused of being more pro-NUM

14 than you were.

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If this is the sort of culmination of the questions, you've allowed all the other questions, I'll be minded to hear the answer and then on the basis that Mr Mpofu then moves onto something else.

I understand the objection, it's not a bad objection. It's an objection that could have been raised a long time ago, but let's – we've got the President of NUM here. He's been asked for his opinion. Let's hear it.

23 MR TIP SC: Mr Chair, I'm sorry, I have 24 to reiterate, but with respect, this is a different class

25 of objection. I've sat, as I indicated earlier, because of

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1 for him to say whether the argument is reasonable or not.

-

 $2\,$ $\,$ We have to do that. So I think the objection is

3 technically correct and I don't think we need his answer.

MR MPOFU: No.

CHAIRPERSON: And in fact you might even

6 want his answer when you get it. So shouldn't we move onto

7 another point?

8 MR MPOFU: As you please, Chairperson, I 9 withdraw the question. And in its place, as my last

10 question on this topic, I'll put this question or at least

11 tell you what we will argue, which I would like you to

12 comment on. One of the things we're going to argue

13 regarding this aspect, Mr Zokwana and I'd like to give you

14 an opportunity and I know you were not there, is that on

15 the 11th the NUM officials should have taken the expert

16 advice of the security – of the Lonmin security guards, to

17 vacate the place and we will argue that they did – they

18 must have had the opportunity to do so, since the evidence

19 is that the quantum was removed, they could have left in

20 the quantum or with it and also the further evidence is

that the – at least 10 or so people left the premises.Would you care to comment if you will on that one?

23 CHAIRPERSON: I've got the same problem

24 with that question as the other one. It seems common cause

that they could have left, because some of them did. So

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- 1 the nature of these proceedings, I have restrained myself
- 2 from objecting repeatedly and interfering with the course
- 3 of the evidence. The previous questions, which I sat
- 4 through, involved an expression of experience and that was
- 5 the basis of those questions which I did not object to.
- 6 What is now being put and which I do object to, is that it
- 7 is a conclusion. He says, would it be reasonable for me to
- 8 argue, in other words, should this not be a potential
- 9 finding of the Commission and it's a conclusion that
- 10 requires the witness to draw together a great number of
- 11 considerations, including factual consideration, to make an
- 12 assessment and to give a view, and he should not, with
- 13 respect, be required to do that.

14 CHAIRPERSON: Mr Semenya?

15 MR SEMENYA SC: Chair, I was going to say

16 Mr Mpofu must be precluded from making any argument on the

17 strength of the opinion of the President of NUM. That

18 opinion is entirely irrelevant and Mr Mpofu shouldn't rely

19 on the evidence of this witness for it.

20 CHAIRPERSON: That presupposes the

21 opinion of the President of NUM, maybe something that he

- 22 wanted to rely on in his argument. But Mr Mpofu, let me
- 23 just get this right, aren't you really asking the witness
- 24 to, I'm using a strong word, but I'm using it in a friendly
- 25 way, to reserve the functions of the Commission, it's not

1 that part of it isn't in dispute. Whether they should have

2 left, again is a judgment call, which -

3 MR MPOFU: It's a different matter, I

accept that.

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5 CHAIRPERSON: I think you should leave it

6 and move onto the next.

7 MR MPOFU: Thank you. Thank you very

8 much. Now Mr Zokwana, I just want to deal with an issue of

9 where we do need your special knowledge. And it is this,

10 that in these kinds of atmospheres of protest, mass

11 meetings and strikes and so on, and it's something you

12 commented on, there is a prevalence of rumours and all

13 sorts of exaggerations flying around in respect of which a

14 leader or at least the people involved in those activities,

15 have to be very careful. You've said something along these

16 lines, but would you take my non-expert summary of the

17 situation as a fact?

18 MR ZOKWANA: I will wait for the

19 instruction.

20 MR MPOFU: Thank you, yes, I'm ready for

21 the answer.

22 [12:31] MR ZOKWANA: Thanks. The two officials

23 that determines, Chairperson, the process of negotiations

24 feedback, as the leader of the people whom you are

25 representing, you should make then understand that

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MR ZOKWANA:

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maybe you should read -

I'm still checking, but

Page 5063 Page 5065 negotiations is about give and take. You prepare them for MR MOTAU SC: I'll read it, yes, you'll 1 2 2 find - you will catch up with me. That one says, "There's the fact that they may not get what they demanded at the 3 first, so that we are able to have - to take a fallback 3 a rumour that people are assaulting workers at the stalls. 4 position in the event - in the fact that the wage demanded, 4 One already at the - what, arcane, but nothing is 5 5 happening. In an event it looks like there's a rumour that could not be given. An example, if the members are demanding R400 000 a person, I must say, look, I'm going to 6 is not true, is the reading of that entry. The next one is 6 7 7 the employer, a number of factors will determine that: the on page 27, XX2, against 1946, Chairperson. That there's a 8 rumour that West One Shaft will be attacked in the morning 8 economic environment, the issue dealing with inflation, all 9 9 those things put together will determine whether we get of 14.08. this. The profitability of the company, the commodity 10 MR ZOKWANA: 10 Yes. prices and the rest. And as seasoned leader then, in 11 11 And then go to the next MR MOTAU SC: 12 addressing those members, you don't create a view that says page, 28, {Received a call that a car is burning at -12 only this and this only, unless you are really not 13 13 CHAIRPERSON: What time? 14 understanding the game, because you prepared them to go 14 MR MPOFU: Oh, I'm sorry, Chairperson, 15 forward. 15 901. "Received a call that a car is burning at Safi. The second thing is, you always present facts, Visuals indicated that there are no vehicles burning. 16 16 because that moment, Mr Mpofu, is where I said members are 17 17 MR ZOKWANA: Yes. 18 attentive. Attendance to meeting is huge, as they only 18 MR MPOFU: Next one, same page, the last 19 believe that it may change their living conditions. So you 19 the entry against 11.08. 20 are always very careful of what you report back to members 20 MR ZOKWANA: Yes. 21 to avoid dwelling on issues that would create an 21 MR MPOFU: "Frans, from UG2 called and 22 unrealistic expectation, or you present one other party as 22 wanted to know if the rumours of the mob marching to," 23 being the cause for non-achievement thereof. 23 someplace, and then it says - "Confirmed with Dirk Botes 24 CHAIRPERSON: 24 Purely in answer to the that it is not true." And then if we - sorry, that's all 25 question you were asked, the question you were asked is in on XX2, Chair. If you go to Mr Sitelele's statement, UU1, Page 5064 Page 5066 these strikes and demonstration and incidents of this kind, 1 1 paragraph 24 is it common, in your experience, for rumours and 2 2 CHAIRPERSON: This is of course on XX2. 3 exaggerations to fly around in various directions? 3 sorry I'm quite - on page 23? 4 MR ZOKWANA: No, it's not. Again I must 4 MR MPOFU: 23. Sir. 5 5 say - the answer, Chairperson, that NUM and in my time of CHAIRPERSON: 23? leadership, we have never - or promoted illegal strikes. 6 MR MPOFU: 6 23, yes. 7 7 CHAIRPERSON: No, the suggestion – no, CHAIRPERSON: Right at the foot of the 8 the question wasn't a suggestion that you had disseminated page it's the last entry for it looks like 6 36 on the 11th 9 9 rumours, it's just a question that rumours fly around on of August, "Reports that a person of two killed still unfounded." 10 these occasions. You answered that, you said it's not so -10 11 MR ZOKWANA: Ja, if they do - if they 11 MR MPOFU: Yes. 12 happen to, I will answer the question now, as a leader, you 12 CHAIRPERSON: "Crime intelligence to are obliged to make sure that you rectify them. 13 13 investigate the rumour." 14 CHAIRPERSON: Yes. 14 MR ZOKWANA: Yes? 15 MR MPOFU: 15 MR MPOFU: Yes, thank you. In fact, you Yes, those are just some of said previously the union will always discourage people 16 the examples, as the Chair indicated the others on -17 from on acting on rumours, but be that as it may, the -17 MR ZOKWANA: But are you sure not to read 18 I'll just give you a couple of examples to demonstrate. I 18 this one because it's from AMCU - I'm talking. 19 was hoping you would say yes, then I would have to do this. MR MPOFU: No, of course you are, Mr On XX2 - and if you forgive me, I'll read this - many of 20 Zokwana. It looks like our discussion this morning has not 21 these things and then ask you to comment on at the end. On 21 had an impact, but then on Mr Sithole in paragraph 24 page 26 of XX2, against the time 2012 - have got it, Mr 22 MR ZOKWANA: 24, alright. 22 Zokwana? 23 MR MPOFU: And this is just another

24

example. He says, "On the morning of the 12th, I received a

call informing me that NUM office had been set alight. I

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cannot now recall who called me. I immediately contacted

- 2 with Mr Dietrich, who told me that it is not the NUM office
- had been set alight, but a Lonmin security vehicle." 3
- 4 MR ZOKWANA:

5 MR MPOFU: Ja, it's that kind of thing

that I'm talking about, that in these events you invariably 6

find all sorts of rumours flying around, some true, some 7

not true. Is that correct? 8

9 MR ZOKWANA: Chairperson, a situation

like this will create uncertainty, many possibilities, as 10

it is accompanied with fear, but the duty of a leader is, 11

like Setelele is, when that happens, you call to verify, as 12

he did. You don't go on spreading the rumour without 13

14 verification.

15 MR MPOFU: Yes, thank you, no, that I

16 expect.

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CHAIRPERSON: - that you were actually 18 going to put another rumour, I think, from one of the exhibits, one of the statements, when I draw your attention

20 to some other rumours. Have you finished with that? 21 MR MPOFU: Yes, no, I put that one,

22 Chair, yes. It was the Setelele one, paragraph 24, yes.

23 Let's play open cards here, Mr Zokwana. The gist of this

24 questioning is to suggest to you that this thing about two

25 people have been killed at the NUM and so on, which

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obviously spread like a wild fire, many have been one of

these rumours that fly around in this kind of occasions, as 2

opposed to the deliberate lie that you seem to have placed 3

4 a lot of store in as something that was being deliberately

5 used, as it were, to create animosity towards NUM.

6 MR ZOKWANA: Thanks, Chairperson. You 7

know, Chairperson, when this incident happened, it's

8 ramifications it had and the picture is created of NUM

9 compelled the national board we're affiliated to, to send a

10 delegation to do it their own investigation. Possibilities

11 of - could have been there, because it would have been un-

12 trade union to have embarked into that situation, but you

13 cannot page almost a week, even a month, presenting - or a

14 long time, that reaches newspapers without you verifying.

15 I'm saying that the failure of leadership is to take what

16 is the rumour and make it as fact and present it as fact,

17 it becomes toxic, it becomes inflammable. It can cause to

18 take certain decisions and yet you didn't verify your own

19 people. You can only do that, Mr Mpofu, if, in your own

view, the person accused of the rumour, in your own view,

21 is capable of doing that.

22 Sorry, Chairperson, there are two versions on this, the person who would have fuelled the rumour and the

one who spread it. I'm sure in this previous videos I was

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able to watch, was when the Commission began to do an in

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loco inspection, it was not two days after the incident.

2 The people could have verified this very clearly. My

3 question is what was the motive to put this lie now and

4 again because they were still saying, even showing that I

5 was present. I mean if you say I heard saying somebody is

6 killed, but if you say I saw this person being killed, it

7 means that there was an intention not only to start a

8 rumour, but to create a lie so that other people get angry.

9 And I say that rumours, I agree with you, where there's

10 uncertainty, where people are in that mood, they are bound

11 to happen, but the leadership has a duty to ensure that

12 before they go on with that toxic information to others,

they verify it, because you are responsible.

14 MR MPOFU: Mr Zokwana, as a leader, are 15 you able to accept that whether the NUM's actions in

shooting at those people is un-union like or deserves for

17 you to be expelled from an international body, does not

18 depend on whether those people who fortunately did not die

19 or not, it's just their luck that by shooting at them, in

20 the first place, and having a case of attempted murder,

21 whether it's murder or attempted murder is fortuitous.

22 That the union, if it's un-union like it is, or it's not,

23 it's not dependant on whether the people died on the spot

24 or two days later, or did not die. Are you able to accept

25 that?

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MR ZOKWANA: Counsel Mpofu, I think this

that I made the point clear that as NUM, we don't believe

3 in confrontation and I'm saying this to you this, that I

4 wouldn't like to plant into a situation I venture in to

processes that are still in the court of law. And I'm sure

6 those people who may have done that have seen in the

7 statements that some of your clients know who they are.

8 Some of our clients have refused to divulge them.

9 [12:51] The reason being that you present a danger unto

10 themselves, and I repeat what I said, that NUM under normal

11 circumstances or not under - at all times, will not promote

12 violence, will not act in a way that seeks to revenge will

13 not act, Chairperson, in a way that we use violence as an

14 instrument. And as such, Chairperson, the way I understand 15

the stand those people took as they found themselves in and

16 I'm sure the Commission would be able to find whether they

17 could have run away and survived, whether in doing that you

18 have to - but Chairperson, I'm not in a position to be

19 judgmental into their own actions as whether those actions

20 constitute attempted murder or not.

21 MR MPOFU: You didn't answer the question, but I'll move on. The - what I want to put to

23 you, Mr Zokwana, is that yourself were not immune to either

believing or spreading some rumours without any foundation.

And once again, if you forgive me, I will read a cluster of

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		1	
	Page 5071		Page 5073
1	excerpts just as an example and then you can comment. On –	1	forced to go to the mountain. They have been calling us
2	at page 9, this is the consultation you were having with	2	and so on and so on.
3	General Mpembe, remember General Mpembe was trying to	3	MR ZOKWANA: Hm.
4	convince you that NUM people are there and –	4	MR MPOFU: And can I say these are a few
5	MR ZOKWANA: Yes.	5	examples, there are others.
6	MR MPOFU: And they did not want to go	6	MR ZOKWANA: Yes.
7	and so on.	7	MR MPOFU: Ja. And the point I'm making
8	MR ZOKWANA: Hm.	8	is that, would you agree that these kinds of rumours, on
9	MR MPOFU: And they took various	9	both sides, and I can find equal examples on the AMCU side,
10	positions. You refused, then you said you – if you want to	10	I can assure you, of things which were just, you know, out
11	go, you want to go with AMCU?	11	there. Would you agree that the spreading, particularly in
12	MR ZOKWANA: Yes, yes.	12	public forum of these kinds of rumours might also fuel the
13	MR MPOFU: Remember that, ja?	13	kinds of situation that you want to prevent in -
14	MR ZOKWANA: I remember that.	14	CHAIRPERSON: Mr Mpofu, I'm not sure of
15	MR MPOFU: Ja. Now on page 9 you said	15	the two examples you've cited, are examples of rumours –
16	things like, I suppose to prove that there were no NUM	16	MR MPOFU: Oh -
17	people there, what is happening now is that our members	17	CHAIRPERSON: A rumour is a story, a
18	have been –	18	rumour is a story that goes around. You don't know who
19	CHAIRPERSON: I'm sorry, what -	19	said it –
20	MR MPOFU: This is on page 9, sorry,	20	MR MPOFU: Ja.
21	Chairperson, page 9, 009.	21	CHAIRPERSON: Where it comes from.
22	CHAIRPERSON: Ja, I know it's page 9, but	22	MR MPOFU: Hm.
23	where?	23	CHAIRPERSON: That's a rumour.
24	MR MPOFU: Line 5, sorry, Chair.	24	MR MPOFU: Ja.
25	MR ZOKWANA: Yes.	25	CHAIRPERSON: These are allegations which
	20		on the same and anogeners much
	Page 5072		Page 5074
1	Page 5072 MR MPOFU: What is happening now is that	1	Page 5074 he talks about?
1 2	· · · · · · · · · · · · · · · · · · ·	1 2	=
	MR MPOFU: What is happening now is that		he talks about?
2	MR MPOFU: What is happening now is that our members have been grabbed against their will to that	2	he talks about? MR MPOFU: Correct.
2	MR MPOFU: What is happening now is that our members have been grabbed against their will to that mountain.	2	he talks about? MR MPOFU: Correct. CHAIRPERSON: So you're going to rephrase?
2 3 4	MR MPOFU: What is happening now is that our members have been grabbed against their will to that mountain. MR ZOKWANA: Hm.	2 3 4	he talks about? MR MPOFU: Correct. CHAIRPERSON: So you're going to rephrase?
2 3 4 5	MR MPOFU: What is happening now is that our members have been grabbed against their will to that mountain. MR ZOKWANA: Hm. MR MPOFU: There have been allegations regard some of their parts have been cut off. It shows the	2 3 4 5	he talks about? MR MPOFU: Correct. CHAIRPERSON: So you're going to rephrase? MR MPOFU: Fair enough, thank you, Chair. MR ZOKWANA: Chairperson -
2 3 4 5 6	MR MPOFU: What is happening now is that our members have been grabbed against their will to that mountain. MR ZOKWANA: Hm. MR MPOFU: There have been allegations regard some of their parts have been cut off. It shows the level of brutality that is involved in that mountain?	2 3 4 5 6	he talks about? MR MPOFU: Correct. CHAIRPERSON: So you're going to rephrase? MR MPOFU: Fair enough, thank you, Chair. MR ZOKWANA: Chairperson - MR MPOFU: Can I just finish the question
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Tel: 011 021 6457 Fax: 011 440 9119

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- know, but it is framed somehow, was not part of those
- 2 delegation. He is a NUM leader who was taken to the
- 3 mountain against his will in the - Yes, I'm saying that
- 4 what I have been informed of and I'm sure the Commission
- 5 will go through and will go through. That people in the -
- some of them in the mountain, like the example I'm making, 6
- 7 are not people who could have been on the Koppie on their
- own free will. And up until that is shown to be untrue, 8
- 9 I'm still saying that the report I got, is not a report I
- should have And lastly, Chairperson, pictures shown by 10
- the SAPS, will confirm that some of the people who were 11
- 12 from the two police security guards and others thereafter
- 13 and I'm sure the reason when Sikelele was giving evidence,
- 14 he was questioned by the counsel from the SAPS, was to deal
- 15 with some of those issues and I'm saying to you this that I
- still believe that the issues I raised will be confirmed by 16
- evidence that is before this Commission that in some 17
- 18 instances the issues I raise. I didn't say all people were
- 19 found. I said, in some instances people were found with
- 20 their body parts cut, cut off. But again, I want to repeat
- 21 this, I said in my statement you read, with General Mpembe,
- 22 I did not just meet with him and dream those things. I had
- 23 a meeting with our local shop stewards, who took me through
- 24 what the reports were that I reflected to him. And I have
- 25 no reason to doubt that when they say that people were
 - Page 5076
 - taken to the Koppie against their will. They could be
- wrong. One of the reasons why I'm told the police ended up 2
- in confrontation with the strikers, was because the
- 4
- 5 others taken to the Koppie. And I'm saying that is the
- process that this Commission will go through and I still 6
- 7 stand in my view of what I said here, they aren't rumours,
- 8 they're allegations based on what I have been told. And
- 9
- 10
- 11 have been found dead.
- 12 MR MPOFU: I'm going to ask you a
- 13
- 14 to round off this issue, I just want to put a proposition
- 15 to you. Based on paragraph 6 of Sitelele's statement, and
- 16
- that he eludes to. 18
- 19 MR ZOKWANA: Hm.
- 20

- Lonmin.
- MR ZOKWANA:
- Hm.

- RDOs indicated that they would approach management
- directly, concerning their 12 500 wage demand and that they
- did not want to talk to NUM about it. Now what I'm saying
- is that surely this was a NUM meeting. Can we accept that
- 5 much?

6

9

- MR ZOKWANA: Thanks. The question is
- 7 whether the meeting was NUM meeting? The meeting was a NUM
- 8 meeting.
 - MR MPOFU: Thank you.
- 10 MR ZOKWANA: But the attendance thereof
- can't be confined to NUM, as I've said is that in making it
- 12 like this in a branch or on a mine, you cannot verify if
- people coming in and but I agree with you that the meeting
- was arranged by NUM. What I cannot confirm is whether
- everybody in that meeting were NUM members. And that I'm
- giving the answer, I say in that meeting, chairperson, it
- 17 could have been any other body, I'm not sure, I don't know.
- I agree that the meeting was a NUM meeting. What I can't
- guarantee is that everybody who was in that meeting was a
- NUM member.
 - CHAIRPERSON: Mr Mpofu, I take it, it is
- appropriate for us to take the lunch adjournment at this
- 23 stage. How long do you think - I know it's difficult to
- predict, because you don't know how long injury time would
- 25 he

7

16

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Page 5078

- 3
- continuation of people being stopped from going to work and
- I'm sure in the evidence collected by SAPS, you would find
- HR, but I'm not nice to look at, of people of people who

1

- question which you might end up answering after lunch, but
- it is this. Sitelele's says that on the 8th they had a
- 17 meeting. This is apart from all the other several meetings
- And where your position was MR MPOFU:
- 21 consistently put and so on. To report back to the members
- concerning the allowances that has been decided upon by
 - MR MPOFU: At this meeting some of the

- 1 MR MPOFU:
 - 2 CHAIRPERSON: How long do you anticipate

Yes.

- 3 will cross-examination still be?
- 4 MR MPOFU: Chair, maybe another hour.
- 5 How long, how much longer do we have -
- 6 CHAIRPERSON: Well, we're supposed to sit
 - till because it's Friday.
- 8 MR MPOFU: Yes.
- 9 CHAIRPERSON: We're going to resume after
- 10 a half an hour's lunch break.
- 11 MR MPOFU: Yes.
- 12 CHAIRPERSON: We adjourn at three. So do
- you think you'll be finished before that? 13
- 14 MR MPOFU: If we come back in half an
- 15 hour, I should be finished by three, Sir.
 - CHAIRPERSON: Very well.
- 17 MR MPOFU: Chair, I don't know, I don't
- 18 want to commit myself.
- 19 CHAIRPERSON: Can't you give an
- indication, I'm not going to -20
 - MR MPOFU:
 - CHAIRPERSON: If you can't -
- As long as I don't go to jail 23 MR MPOFU:
- 24 for it, yes, I should be finished by then. Thank you.
- 25 CHAIRPERSON: It's now eight minutes past

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MR MPOFU:

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Page 5079 one by my watch. We will resume at 20 to. The Commission 2 is now adjourned. 3 MR MPOFU: Thank you, Chair. [COMMISSION ADJOURNS 4 COMMISSION ADJOURNS] [13:45] CHAIRPERSON: 5 The Commission resumes. You are still under oath, Mr Zokwana. Is this the last -6 7 MR MPOFU: Lea. CHAIRPERSON: 8 - furlong, or the last leg. 9 MR MPOFU: Yes, Chairperson. Mr Zokwana, I just want to round off the points that we were discussing 10 before lunch, and I'll round it off as to how I am going to 11 argue it as usual, and then you can comment. The point 12 13 that I was making by referring you to that statement, which 14 I will argue is that if indeed there were these series of 15 meetings, and in particular, the meeting of the 8th of August, and if, as you and I agree that that was 16 17 essentially an NUM meeting, a meeting of NUM members. 18 MR ZOKWANA: MR MPOFU: 19 There may or may not have been 20 one or two other people. Then surely - sorry, and if in 21 that meeting as Mr Setelele says, the RDOs told you point 22 blank or in Xhosa, as we says [African Language]. 23 MR ZOKWANA:

rest, you cannot say that only NUM attended, and because we don't have the mechanism to protect - you know, Counsellor Mpofu, I always appreciate that even if I always spend more 4 of my time in a liquor store and go home drunk, but what 5 the moral service for me, people of the cloth will come 6 hunting those who are my friends, who are still alive to 7 chase them where I am. As a result, as NUM, we don't say 8 to people don't come because they are NUM members. We 9 welcome them because it is a form of organising them to 10 join. So I am saying that, we don't say to people, if you come to NUM meeting, produce proof that you are a member of 11 12 the union. No, I am not saying that it was I am saying that it is possible that people who were there may have 13 been NUM members and also non NUM members. 14 15 MR MPOFU: Thank you. Now I'll leave that topic and I will leave it on the basis that you and I agree that - no sorry, before I leave the topic, let me say 17 this, you'd agree that these dangers of rumour-mongering 19 and exaggeration, you've already agreed that there must be 20 a watch out for, but that they can occur both in the form 21 of commission, in other words, spreading the rumour, but 22 omission, which is failing to stop the rumour from 23 spreading. At least, will you agree that that is a general 24 statement? 25 MR ZOKWANA: You put it, both I agree

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Setelele who briefed you about all these developments, then
what you were saying to General Mpembe was not the correct
reflection or at best, it was an exaggeration, and I'll ask
you to comment. Sorry, I know this is a long statement,
but I'd rather cover all, everything, and the reason why I

they will go directly to the employer. I am saying, if

that is the scenario and indeed these are people like

They told you point blank that

am saying that, Mr Zokwana, is because remember you were discussing with General Mpembe, was in the context of you

9 trying to demonstrate that there were no NUM members on the

koppie. Sorry, not to break it down, that's the gist ofthe issue I would like you to comment on.

12 MR ZOKWANA: Thanks, Counsellor Mpofu.
13 Let me put it this way, at the time I met with Counsellor
14 Mpembe and I am sure you've seen my own statement, other

15 statements, already the person you referred to was no

16 longer in circulation or around the mine, given what has

17 been - they will run away and be in place of protection.

18 But let me put to you to say that, and here I am not using

any information I have, I am just putting what I have know,as an experience. Whenever there may be demands for money,

21 or already at this point the reason NUM called that meeting

was to clarify its position and the chances of people whoare not NUM attending is very high. I am not in a position

24 to say who they were, but I am saying that, in times likes

25 this, where are these problems of confrontation and the

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1 with you that it may be because by design, which is you do

2 it because it serves to benefit you, if by omission because

3 you didn't follow up, sometimes purposely.

MR MPOFU: Okay.

MR ZOKWANA: Because if rumours are spread about you, and I don't like you, but not that I don't like you, I may be quiet, you may know that they are wrong, because they assist my own mission, but I won't do that to you, I can promise.

MR MPOFU: Thank you. And I am saying that because I am going to argue that the NUM failed to clarify or to curb the spreading of this rumour about the two people who had died, when its leaders knew that that rumour was not true and that had they done so on time, they – whatever the effects of that rumour became, could have been prevented. And sorry, I am sorry, I am just giving you long questions now, compounding them. I am basing that –

MR TIP SC: Chair, the proposition is based on a premise that there were NUM leaders who were aware that this rumour was in circulation amongst those on the koppie, and that hasn't been demonstrated at all.

MR MPOFU: Okay, well, the evidence, I

23 MR MPOFU: Okay, well, the evidence, I 24 can't remember which one now, I asked one of the NUM 25 witnesses if they were aware of the rumour, and he said,

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yes, but I am basing the question on what Mr Setelele says

on paragraph – at paragraph 21. 2

3 MR ZOKWANA: I've got that here.

4 MR MPOFU: Ja, where he says here, people 5 were fired and so on, and then he says, "I was also told

that nine of the strikers had been killed by these shots." 6

7 In other words, he is suggesting that he was told on the

spot that none of the people had been killed. 8

9 CHAIRPERSON: But he said he knew that a 10 rumour was going around that two people had been killed.

11 MR MPOFU: Yes.

MR MPOFU:

CHAIRPERSON: And the point of the objection is you can go about scotching, if that's the right word, a rumour, unless you know there is a rumour to

scotch. Scotch is the right word, is it? 15

17 Chair, I thought I had already answered that by saying that

Yes, that's correct. No, but

18 to my recollection, I did put to one of the witnesses -

19 CHAIRPERSON: I can't remember that, but

20 I won't quarrel with you, your recollection -

21 MR MPOFU: I'll find it.

22 CHAIRPERSON: - will be better than mine.

23 Perhaps, the way to do is to say to the witness, if the NUM

leaders had known about the existence of the rumour, should 24

25 they not have set about scotching it. that it projects NUM in a bad light, and if that was the

intention as I want to put it was, it succeeded because

none of the NUM members could have been next to the koppie,

Chairperson, to try to challenge the rumour in question.

5 Nor could any NUM member be able to visit any of the

6 families, those who passed on, on the mountain, because of 7 the fact that the rumour added more on the anti-NUM

8 sentiment.

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CHAIRPERSON: A further point, which of course that worries me is that even if NUM had set about scotching the rumour, and said, no one was killed, on what basis could one accept that they would have been believed by the people to whom the rumour has been communicated?

14 MR ZOKWANA: Not only that, Chairperson, 15 it would be impossible to go and meet with them and tell

them that, but none of them would make you have a chance to

say it. The only time I became, Counsellor Mpofu, aware of 17

this, was when I read the article from the Daily Maverick

19 by a researcher called, if he did research in this

20 instance, Jack Fass but I can assure you this, that it

21 could not have been in the interest of NUM that a false

22 rumour is spread and it could counter that, because

23 countering would have been presenting a picture that would

put NUM in a better light, but under that circumstances, I

think it would be not only impossible but anyone of NUM to

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MR MPOFU: 1 Thank you.

And then you could take it 2 CHAIRPERSON:

3 from there. I take it, Mr Tip wouldn't object to the

4 question formulated in that way.

There is no objection to 5 MR TIP SC:

that, the witness can deal with that. 6

7 CHAIRPERSON: I am please my questions aren't being objected to. Carry on, Mr Mpofu, I give you 8

9 my question, you can use it.

MR MPOFU: Thank you, Chairperson. Mr Zokwana, if it is established that the NUM members who were

12 aware of the rumour, doing the rounds at the mountain, and

13 other places, and also if what Mr Setelele say at paragraph 14 21, is to be believed, that he was told on the spot that

15 nobody had died, those two factors combined, then would you

agree that the NUM, not solely, equal with the people who 16

17 were spreading the rumour but also had a responsibility to

18 curb the rumour or to scotch it.

19 MR ZOKWANA: Thanks, Chairperson. Under

different circumstances, the issue you are raising is 21

possible, but let's look at the environment at which and

22 the - at the point of this rumour being spread, because

none of the NUM leaders were the local leaders, Mr Setelele

24 who may have known as the - shows were around the mine at

that point. 2) The rumour in my view was designed in a way

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go to the koppie and say, you are being lied to. I don't

it would have been possible, Chairperson.

3 MR MPOFU: Okay, I don't want to debate

that right now. Can just I ask you about something else.

5 The, is it my understanding that when you left the Xolani

6 Gwala interview, it was your understanding that all the

7 parties there represented, Lonmin, AMCU and NUM, were going

8 to make attempts to address the strikers at the mountain.

9 MR ZOKWANA: Thanks for the question. I 10

think that is detailed clearly in our, in the later part of the conversation. Having listened to callers, we both, me 11

12

and Mathunjwa agreed that the only thing we can do is to do

13 all in our power to persuade the strikers to desist from

14 which they were doing, creating an environment where we can

15 create peace around that area. But I did not know that

16 when I arrived at the mine, I would be meeting with - we

17 didn't say in what form, but we know that we want to

18 address the strikers and change the situation. But the

19 form of doing that what not outlined at the interview

20 itself.

21 MR MPOFU: I am sorry, maybe the question

22 wasn't clear.

MR ZOKWANA:

[14:06] MR MPOFU: The issue that I want to find

out is whether all the parties there represented, including

23

Page 5087 Page 5089 Lonmin and maybe to assist you we will go to paragraph 15 suggest that you may be making a mistake in that regard and of your statement. I will invite your comment and I will take you to, what I 2 3 MR ZOKWANA: Yes? will say is that secondly Mr Gwala was asking everybody to 4 MR MPOFU: Where you say that on the go whether that is how it was received we can debate. If 5 morning of 15th August you stated in a FM radio interview you go to page 50 of LL? hosted by Mr Xolani Gwala together with the President of 6 MR ZOKWANA: Yes, I'm there. 6 7 7 MR MPOFU: Mr Mokwena, "when leaders are AMCU, Mr Mathunjwa -8 MR ZOKWANA: 8 ready to go, everybody must go to Lonmin. Yes I'm on the Yes 9 9 MR MPOFU: And Mr Barnard Mokwena of operations every day I don't have to go there for a visit Lonmin. "We were challenged by Mr Gwala in various colours or go and meet the workers. I'm there every day he says. 10 to engage further with the strikers. This is the important Yes, but what I'm saying is now, Gwala kind of insists," 11 11 part." 12 and then you Mr Mokwena again explains that he is there 12 13 every day and then later at paragraph 15 of 51. 13 MR ZOKWANA: Yes. 14 MR ZOKWANA: 14 MR MPOFU: "At the end of the interview Yes? we all agreed to travel to the mine to endeavour to address 15 MR MPOFU: Rather, I'm sorry line 15 or 15 the striking workers to get them back to work and stop any thereabouts, Gwala says, "I think we are all in agreement 16 that there had to be a meeting today right, we are agreeing 17 further killings." 17 18 MR ZOKWANA: Yes. 18 Mr Zokwana that there has to be a meeting among leaders and MR MPOFU: 19 The only point I'm making is 19 the company today," and so it goes. 20 that, that all means all the parties there represented had 20 MR ZOKWANA: I understand and I get the committed to address the strikers to end the strike and so 21 version of how it was put. 21 22 22 MR MOTAU SC: Before Mr Zokwana answers, οn 23 MR ZOKWANA: 23 there is a problem with the version as it is sought to be Let me say this, that this 24 put now by Mr Mpofu. Unless he is going to present some 24 in my understanding was referred to the leaders of the form of evidence that indicates that the agreement 25 workers, the two unions. Because it was me and Mathunjwa Page 5088 Page 5090 at the stadium. Then there has been other issues that incorporated management and both unions going to the koppie, which is something that is appearing for the very 2 Barnard would have done, but in terms of us addressing the 3 masses I agree with you, it was said that even callers were first time and this witness clearly says that, that part 4 saying that we had guards to be debating in there when ten never related to Lonmin forming part of the delegation that 5 5 people have died already hours ago and make sure peace is was going to go to the koppie. Bearing in mind that the retained there. Remember - at the stadium, he was at an 6 evidence up to this point is everything was going to happen 6 office in Pretoria. In the studio it was me and Mr 7 as per the indication by General Mpembe. There is nothing 7 Mathunjwa. Let me read you, sorry, the, if you go to page 8 in the form of evidence that suggests that Mpembe 8 9 51 of that interview -9 contemplated that Lonmin was going to be part of the 10 MR MPOFU: Exhibit LL? 10 delegation to the koppie. Unless my learned friend lays a 11 MR ZOKWANA: 11 basis for that we object to that question. Yes, yes and you find, if you go to paragraph 10, Mr Mokwena commits management only 12 12 CHAIRPERSON: I can't see any statements 13 in as far as releasing buses so that employees are safe to in the transcript by Mr Mokwena on behalf of Lonmin 14 attend the meetings. Me and Mr Mathunjwa we agree that a 14 indicating that Lonmin was prepared to go and meet. The, 15 meeting is necessary. What I'm saying is in that interview 15 what they apparently undertook or what Mr Mokwena undertook we did not display, Chairperson, the nature of meeting 16 is set out on page 51 at the top. But I couldn't find 16 17 whether we addressed this meeting at the same time or 17 anything, I had a quick perusal of it where you can say Mr 18 18 whether we were to meet in what form we didn't, but both Mokwena said Lonmin will go along as well and so in the 19 agree that we are going to go there. For instance if you 19 absence of such a statement, you have to put, you can't put go again to page 15 you will find that Mr Mathunjwa is 20 it the witness as Lonmin was prepared to do, what you can 21 plotting to say that, he says he is ready lets go then, put is there was an agreement clearly between Mr Mathunjwa 22 let's go. Let's go to that mountain is Mathuniwa saying to on behalf of AMCU and the present witness on behalf of NUM, me, not to Mr Mokwena. Mr Mokwena was not part of that 23 that they would go. Is that correct?

24

MR MPOFU:

No, Chair, I'm sorry this is

exactly why I qualified the question very carefully by

debate as far as the meeting being addressed.

MR MPOFU: Thank you. I'm going to

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                                                                                                                         Page 5093
    saying, I'm not saying that what the witness is saying by
                                                                       proposed by the caller and then Mr Gwala. Was for, it says
    himself and Mathunjwa is wrong. The only thing I'm putting
                                                                       achieving that, it is sure and one way of achieving that is
2
3
    to him is that certainly Gwala was asking for all of them
                                                                       if the leaders of unions come together, go there publicly
4
    to go. Whether they agreed or not is another question.
                                                                       together and say okay for now let's go back to work and
                                                                   5
5
    That's the only question that I was putting and I used, I
                                                                       afterwards we shall discuss the legal issues amongst
    cited the -
6
                                                                   6
                                                                       ourselves, it's that difficult. Therefore what he foresaw
7
           CHAIRPERSON:
                                                                   7
                                                                       was a question where AMCU and NUM will go public and say to
                                 That's entirely correct.
8
           MR MPOFU:
                              Yes.
                                                                   8
                                                                       strikers please stop what is happening, go back to work.
9
                                                                   9
           CHAIRPERSON:
                                 But as you put it now, it's
                                                                       Then Mr Mokwena and management will meet with the leaders
    the same page 51 the line 15 that you cite, in fact it
                                                                       to look at the grievances that are called. So those are
10
    reads "we agree Mr Zokwana that there has to be a meeting
                                                                  11
                                                                       two scenarios.
11
                                                                  12
                                                                              MR MPOFU:
                                                                                               Okay, thank you Mr Zokwana.
12
    among leaders and the company".
                                                                       Once again to avoid a debate, the passage that I have read
13
           MR MPOFU:
                              That's all.
                                                                  13
14
           CHAIRPERSON:
                                 Mr Gwala asks for that, but
                                                                  14
                                                                       which says in the company.
    I couldn't find a passage where Mr Mokwena on behalf of the
                                                                  15
                                                                              MR ZOKWANA:
15
    company accepts it. Anyway the witness wants to say
                                                                  16
                                                                              MR MPOFU:
                                                                                               Will be what I will rely on to
16
                                                                       say the request at least was for everyone to go and I will
17
    something.
                                                                  17
18
           MR ZOKWANA:
                                 Let me clarify, Chairperson.
                                                                       go further to say that also General Mpembe's appeal seems
19
           MR MPOFU:
                              Sorry, Mr Zokwana, I will give
                                                                  19
                                                                       to anticipate all the three parties going, although in
20
    you a chance to clarify. I just want us to be clear that,
                                                                  20
                                                                       fairness Mr Mokwena seems to correct him. If you go to
21
    Chairperson, that is all the question entailed. It isn't
                                                                  21
                                                                       paragraph 27 of 005, page 27 of 005, Chair. Are you there?
22
    to say that there was a reciprocal answer. It was
                                                                  22
                                                                              MR ZOKWANA:
                                                                                                  Not yet, Mr Mpofu.
23
    carefully crafted.
                                                                  23
                                                                              MR MPOFU:
                                                                                               Okay.
                                                                  24
24
           CHAIRPERSON:
                                                                              MR ZOKWANA:
                                 The Lonmin objection falls
                                                                                                  The document is 66, because
25
                                                                       it has got also these bold pages at the top here.
    away? He doesn't say, he nods his head so I suppose that's
                                                       Page 5092
                                                                                                                         Page 5094
1
    good enough.
                                                                   1
                                                                              MR MPOFU:
                                                                                                 Oh yes, it is 005 page 27.
2
                                 Chair, my understanding is,
                                                                   2
                                                                              MR ZOKWANA:
                                                                                                    That is the meeting between
           MR MOTAU SC:
3
    Mr Mpofu, unless I am misunderstanding him. He is saying
                                                                   3
                                                                       the union -
4
    there was an agreement to go and have a meeting which we
                                                                   4
                                                                              MR MPOFU:
                                                                                                 And General Mpembe, yes.
5
    know that they, then thereafter they went to have a
                                                                   5
                                                                              MR ZOKWANA:
                                                                                                    Unless our document I'm
    meeting. It doesn't go to the extent of going to the
                                                                   6
                                                                       looking at, I don't have page 27. It ends at page 22.
6
7
    koppie and if that is not what he is saying -
                                                                   7
                                                                              MR MPOFU:
                                                                                                 And it's 005?
                                                                   8
8
           MR MPOFU:
                              It's not.
                                                                              MR ZOKWANA:
                                                                                                    If it is the meeting between
9
                                                                   9
                                                                       the unions and -
                              Then surely my objection falls
           MR MOTAU:
                                                                  10
                                                                              MR MPOFU:
                                                                                                 What does it say on your page
10
    away.
11
           MR MPOFU:
                                                                       22 at the top?
                              Ja.
                                                                  11
12
           MR MOTAU:
                              Because we know that the
                                                                  12
                                                                              MR ZOKWANA:
                                                                                                    22 says certificate at the
13
    subsequent meeting did take place.
                                                                  13
                                                                       bottom.
14
           MR MPOFU:
                                                                  14
                                                                                                 No, it's the wrong document.
                              Yes.
                                                                              MR MPOFU:
15
           MR MOTAU:
                                                                  15
                                                                       It's the wrong document. Yes, I will put it anyway -
                              On the evidence.
16
           MR MPOFU:
                              Now, Chair, in fairness to my
                                                                  16
                                                                              CHAIRPERSON:
                                                                                                    Let's see whether we can
17
    learned colleague that is the gist of the question that I
                                                                  17
                                                                       manage without -
18
    had put. The witness corrected me and said no it was
                                                                  18
                                                                              MR MPOFU:
                                                                                                 It's not important. Yes, the
19
    Mathunjwa and I. Then I said to him, which is what he is
                                                                       point I wanted to make, Mr Zokwana, is that the facilitator
    responding to, but certainly from Gwala's request it was,
                                                                  20
                                                                       whoever it was of that meeting after the to-ing and fro-ing
21
    and then I read the thing. That's all.
                                                                  21
                                                                       as we will go with AMCU, we will go without.
22
           MR MOTAU:
                             Thank you.
                                                                  22
                                                                              MR ZOKWANA:
                                                                                                    Yes.
           MR ZOKWANA: Chairperson, let me clarify
                                                                  23
                                                                              MR MPOFU:
23
                                                                                                 Then says, "I'm asking you,
24 this. If you go to page 49 and you go to paragraph 20,
                                                                       you had the chance to speak lets Barnard speak. NUM have
   there are two versions of meeting, Chairperson, that were
                                                                       had a chance, General has had a chance. Barnard you have
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attitude.

21

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MR ZOKWANA:

engage the employers.

maybe it would meet because the version I put as I

understood it, there are two versions in this case. What

was made clear by callers was that the company needs to

Page 5097

Page 5095 the floor, please speak." Then he says, "our position is as Lonmin manager, our position is as follows, while 2 3 willing to engage our employees within the structures that 4 are known, in a very safe environment where there are no 5 weapons, not on the mountain. So we are willing to meet our employees through their structures, through their 6 7 leaders to discuss any issue and so on." He goes on. And the simple point I'm making again here is that clearly Mr 8 9 Mokwena did not agree with it but that like Mr Gwala, General Mpembe also had expressed a wish as it were, that 10 11 all three parties should go and address the workers. 12 MR MATHIBEDI: Sorry, Mr Chairman, with 13 due respect, if Mr Mpofu could indicate where he -14 CHAIRPERSON: The problem is it is 004 15 not 005. 16 MR MPOFU: Oh I see. 17 CHAIRPERSON: 004 page 27 thereabouts. 18 MR MPOFU: Okay, sorry then my marking is 19 wrong. I apologise. 004, sorry Mr Mathibedi. Any 20 comment?

Well I would argue that

3 MR MPOFU: Generally. 4 CHAIRPERSON: Is it generally or in the 5 case of employers, or what is it? 6 MR MPOFU: Thank you, Chair. Yes, 7 generally, that's correct, I didn't specify, I am placing 8 at a general level. 9 MR ZOKWANA: I wouldn't take the attitude 10 to be towards only machine drillers, the attitude, let me 11 come back to answer maybe straight so that I don't frustrate you, that attitude I am not aware of, that 12 13 machine drillers are looked upon as the lowest paid. 14 Remember, below machine drillers will find other grouping like winch drivers, loco drivers, other operators in the same group and they form the biggest bulk of the NUM 16 17 membership. If such do exist, I am not aware of. 18 CHAIRPERSON: Mr Zokwana, I am sorry, I 19 don't think you understood the question. Mr Mpofu was 20 asking you about something else. He is asking you about 21 general attitudes towards people like RDOs that people in 22 general tend to think that they are stupid, that they are 23 not intelligent, and I tried to suggest to him, make it 24 clear who had that attitude, and he said it was a general 25 attitude. But let's take it step by step, as far as the

intelligence of the RDOs but you didn't say who has that

Page 5096 MR MPOFU: 1 2 MR ZOKWANA: The employees, but not on 3 the koppie as the first step. The first step was for me 4 and Mr Mathunjwa to make sure that members disarm, members 5 are ready to go back to work but the employers were to 6 address the grievances thereto and I will not be able maybe 7 to stand here and said what Mr Mokwena understood or didn't 8 understood. I mean I cannot do that. But I think having 9 my understanding of the meetings happening between the two 10 of them. Now actually I stumbled upon this passage you 11 were reading, in my document it's page 19 665 but it has 12 the same wording you have read. 13 [14:26] MR MPOFU: Okay, now the next point 14 unrelated to what I was talking to you about now, is I want 15 to suggest to you that - and I am not accusing you of this, but would you agree that there is a tendency to undermine 16 17 the intelligence of these people like RDOs, who are 18 uneducated and sometimes to, not to give them credit for 19 wisdom, as it were? And sorry, and I am saying that from you, coming from where you come, in the mining industry, I 21 am sure you know more about me, about that kind of 22 attitude.

CHAIRPERSON: I think it might be helpful

for the witness, if you told him, who has this attitude.

You say there is an attitude, underestimate the

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Page 5098 union is concerned, does the union underestimate the 2 intelligence people like RDOs? 3 MR ZOKWANA: No. 4 CHAIRPERSON: Right, the next question. The employers, in your experience, as a trade unionist in 6 the mining area, do employers tend to underestimate the 7 intelligence of workers such as RDOs? 8 MR ZOKWANA: It is difficult to come to a 9 conclusion on that one, but one can venture to say, Mr 10 Mpofu, there's a possibility maybe on part of employers not 11 value their contribution given the fact that we have 12 struggled to show the employers that they do a very 13 compelling work that may have impacts on their physical 14 being. But I can't quantify that but I am saying that the 15 fact that they could not understand that, and be able to do 16 all they could to improve their condition, may be informed by that. But I am not saying that it is the case. 17 18 MR MPOFU: Are you also unaware of general - or rather similar general attitudes towards 19 20 migrant workers, who might be looked down upon, or assumed 21 to be not of average intelligence? 22 MR ZOKWANA: Would you want me to limit 23 the answer to RDOs or general mineworkers? Or migrants? 24 MR MPOFU: No, as the Chair explained,

forget the RDOs, he was saying people who are uneducated -

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MR ZOKWANA: I see. 1

2 MR MPOFU: - low level staff as RDOs.

MR ZOKWANA: 3 No, I get your point now.

4 There is that view, for instance, most of miners who are

- 5 sitting there, will tell you that they are called "ama-
- 6 join." "Ama-join" will mean that somebody who is employed
- 7 by contract, when in the early days if you were approach a
- young mistress being a miner, it would hard for her even to 8
- 9 listen to you, because you are a mineworker. That view is
- 10 there that they are regarded be less intelligent. That is
- 11 the general view, and that's why in most instances, there
- 12 has been even demonstrations against the employment of
- 13 migrant workers because it creates a view that says, this
- 14 job should only for our own people, that is there, and it's
- something that we've been saying to Contralesa, let's 15
- engage on it because it has got very bad repercussions in 16
- 17 the way going forward.
 - MR MPOFU: And I am sure you will agree
- 19 with me that that view is very mistaken, that there are
- 20 people who might have menial jobs, who are, and if I may
- 21 say so, without patronising you, that you are an example of
- 22 that. The mere fact that you started as a mining hand, and
- 23 all that, has got absolutely nothing to do with your level
- 24 of intelligence.

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25 MR ZOKWANA: Generally speaking, of

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- course, like any perception, sometimes not based on facts.
- 2 MR MPOFU: And I am saying this in
- 3 connection with this, Mr Zokwana, I put it I think to Mr
- 4 Gcilitshana, and he agreed with me but I would like to hear
- 5 your view on it, I put it to him that given the fact that
- the RDOs knew that the NUM had these constraints that Mr 6
- 7 Semenya did a good job on discussing with you, so I am not
- 8 going to visit that, the constraints about the two year
- 9 agreement and so on and so on, and that on the one hand,
- and that on the other hand, AMCU to whom some of them 10
- belonged, did not have the requisite recognition status, 11
- 12 that the RDOs were exercising wisdom in therefore
- 13 approaching the employer, as RDOs and excluding both of
- 14 these unions which had different types of constraints.
- 15 Would you care to comment? Mr Gcilitshana agreed that it
- was, I am not sure what he answered but I put that 16
- 17 proposition to him.
- 18 MR ZOKWANA: Thanks, Chairperson. While
- 19 I would be tempted to agree with, but I've got some serious
- questions in agreeing to that, because RDOs in platinum
- 21 would not find a condition different from other mining
- 22 RDOs, and I've shown here what RDOs in other operations
- have done while they knew that NUM has got a two year 23
- 24 agreement, they are able to go to the NUM office, and NUM
- 25 was able to engage the employer and a number of issues were

- done. So I would not take that case to say, there was
- nothing wrong in drillers saying, right we take our case to
- employer, we march to the employer, but when the employer
- says let NUM come, they will say, NUM, we've opened the
- door for you, go and negotiate. Rather than to say, we
- 6 will on our own - because in other mining houses, Mr Mpofu,
- 7 they didn't do so. They are able to put, there are many
- 8 forms for instance, not propagating those forms in any
- 9 other forum, where machine drillers, if they were drilling
- 10 20 holes, holes are the holes in which you charge. They
- 11 will drill five. The employer will know something is
- 12 wrong, and that would make the employer to talk to people,
- 13 but I cannot understand and appreciate this new phenomenon
- 14 on where - didn't only decide to shun an existing union,
- 15 they become hostile towards it as I think evidence will
- show in the end, whether that evidence will be shown but
- 17 issues we are raising that maybe the shooting, but I am
- 18 saying to you that the process they took does not convince
- 19 me that they didn't know what they were doing. In the same
- 20 scenario in this, maybe your counsel at this stage wanted
- to continue back and say that she is talking to you, and I 21
- 22 don't want you to miss something. Is that I am sympathetic
- 23 to take your point you are putting forward, but I am still
- 24 struggling to understand why should drillers at Driefontein
- 25 Mine in the same category as these drillers, on the same

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- villages maybe in some instances, would not see NUM the
- same way. It was fine for them to know that the two year
- 3 agreement is binding, but I repeat binding only meant to me
- 4 that you can't go on strike on that area, but you can force
- 5 negotiations to take place. It has happened in the gold
- 6 industry and I am sure this Commission will be able maybe
- 7 at the end to find what could have been the underlying
- 8 circumstances. One such wild unfounded, an allegation here
- 9 would be that maybe the very AMCU knowing that it has no
- 10 threshold so it's an opportune time to make sure that
- 11 behind the driller's strike they can get membership to
- 12
- grow. I am saying that as only a mere speculation. I have 13

no facts of that.

14 MR MPOFU: Okay, you didn't answer the 15 question, but I'll move on to something else. Would it be 16 fair to say to you that you were very reluctant to accede 17 to the call by General Mpembe to go to the mountain? In

18 fact you refused and at some stage you then said you would

19 go but not with AMCU and so on. But there were various 20 stages, you started like refusing and then, and eventually

21 had the caucus. We don't know what happened after the

22 caucus, but we assumed that then it was agreed.

23 MR ZOKWANA: Yes, there were words I used in my statement was I was reluctant. You get that on page

5 of my statement, paragraph 18, but nonetheless without

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- debating whether it was a refusal or agreeing, it is true
- 2 that when I arrived at Lonmin after caucusing with the
- 3 local stewards as contained in the statement, it became
- 4 clear to them that my going to the mountain will present a
- 5 number of scenarios, one to know that I may be ridiculed,
- given what they have gathered, their attitude towards NUM. 6
- 7 [14:46] As well as that the life of those were part,
- because they began to believe that if they're to discuss 8
- 9 details of going to the mountain, it may show that the
- President at that juncture, the trust level between AMCU 10
- 11 shop stewards or branch from Karee and NUM were strained
- and that was informed by a number of things that happened 12
- 13 from the 12th up to where it was said that the chances of
- 14 what we discuss being, being passed onto the Koppie was
- 15 very high. And our guys were saying, no, it would be not
- safe for you to go to the Koppie. After negotiating, 16
- understanding the persistence of General Mpembe that only 17
- 18 such meetings may avert what could happen, we agreed to go
- 19 and agreed to go in the manner we have applied. And also
- 20 mind you that what was happening needed our attention,
- 21 given my agreement earlier in the morning. I mean, if I
- would, I couldn't have gone. I could have lied to the 22
- 23 nation that I can go and I could see the situation as
- 24 detailed to me, meant that going there was the best thing
- 25 to do.

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- MR MPOFU: Well, I'll just put it to you 1
- that the despite that promise you made on the radio, your 2
- 3 position had somewhat changed to what is on page 26 of 004,
- 4 from line 12 or 13 which indicates exactly that you refused
- 5 and then through the intervention of the General, you
- changed. It says, "I said NUM is not in a position to go 6
- 7 to the mountain and address people who were armed in the
- 8 mountains. But NUM will consider the views put by the
- 9 General and if you go, if you go, I said we won't be
- accompanying AMCU to undo what they did." 10
- 11 MR ZOKWANA: I want to repeat again that
- 12 - and I will not be able, I would not like to go to the
- 13 second, because I have already said that I cannot
- substantiate that, but the point I'm putting is that, 14
- 15 remember I said, when I arrived at LPD offices, I was met
- by the local shop stewards and I was given a graphic 16
- 17 description of what was happening since my last day on the
- 18 12th. And the report that they were gathering from the
- 19 people of the Koppie and more their concern about what
- would happen if I were to go to the Koppie. The possible
- 21 physical harm as well as being ridiculed and I think at
- 22 first it didn't happen, but I would say, given the report
- by the Sowetan the following day, it proved that in
- 24 people's mind I was seen as somebody who failed to persuade
- 25 people, who left the Koppie with this tail between his
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legs. That is what they wrote. I'm saying it is what I

think our guys were avoiding.

3 MR MPOFU: Thank you, Mr Zokwana. What I

would have wanted to ask you about another subject, but I'm 5

going to - I won't deal with it, because it's also belongs

6 to phase 2. I'll just ask you one question and this is the 7

whole issue of the economic state of people like the RDOs. 8

Am I correct that in the BEE deal at Lonmin there was no 9 stake as it is usually the case, that was reserved for the

10 workers or are you aware of that? Did you at the NUM

facilities hear such a thing or were you involved? 11

12 MR ZOKWANA: I would be happy if you can

assist me, because I'm - I'm not saying to avoid the 13 14 question, because there are two processes in Lonmin as I

15 understand. There was the initial deal given to -

MR MPOFU:

MR ZOKWANA: Let me explain that. There was a portion for workers. The portion for workers ended up being used as part of the funding of the deal. As a result, that's why when - and I'm sure even new members can

21 confirm that when the new deal was established, there were

22 some payments due to workers in lieu of that portion, which

23 the new [inaudible] has to pay. Workers didn't receive a

24 portion. If your answer is, didn't that maybe disadvantage

workers, my answer is, yes.

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MR MPOFU: Mr Zokwana, the next point which I would have wanted to canvass with you, I'll sum it

up as follows. We have instructions that at some stage we

should ask the Commission to do another inspection and this

5 time to go underground and see some of the conditions under

6 which people like the RDOs work. If we make that

7 application, would it have your support? 8

MR ZOKWANA: I'm not sure, Chairperson, if my answer will assist the process. Let me say to Mr

10 Mpofu, whether that will be relevant to this Commission -

11 MR MPOFU: It will.

12 MR ZOKWANA: - please trust me what I'm 13 saying. Towards the end of the strikes, we had a meeting

14 with the senior - sorry, with the CEOs of the industry, 15

raising a number of concerns. One of them was the housing 16 conditions under which mineworkers are subjected to. The

17 fact that there is no horrendous talk around the mine. The

18 other issue raising was the work of RDOs in as far as the

19 grading, because the key question there is, is the payment

that they receive commensurate with the work that they 21 perform and they danger they face. Whether that will be

22 dealt with here, I think the senior counsel, I don't think

23 it would be me who would be deciding whether that is. I

24 think there are people who are here, as a person I think that may assist with the issue of re-grading of RDOs and I

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will be sympathetic to that as a person, but supporting, I

2 may not have that power.

MR MPOFU: 3 Okay. Yes, finally, Mr

4 Zokwana, well, by the way that previous question was not

- 5 calculated to inference even among my colleagues might not
- be looking forward to go underground. But finally I'd like 6
- 7 to ask you this, if and it's a big if, if it were to be
- found that the NUM played any role or contributed to the 8
- 9 events that ultimately led to this massacre, then the
- people that I represent would appreciate, if you may, to 10
- 11 know whether should that eventuality arise the NUM would be
- without accepting responsibility, prepared to participate 12
- in a reconciliation process and maybe to engage with them, 13
- 14 going forward and also to give some assurances that it will
- 15 play its part, obviously not - there are all sorts of other
- people who have responsibility, but it will play its part 16
- in ensuring that something like this is not allowed to 17
- 18 happen again.

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- 19 MR ZOKWANA: Thanks, Mr Mpofu, for
- 20 raising this and I can tell you, it's a very emotional
- issue you are raising and you know, the reason I became a 21
- 22 member of the Union, was to build unity and I was clear
- 23 this unity whom it was supposed to serve and have shown in
- 24 the history before, the history of Section 5, it pained me
- 25 every time a member is carried home dead, knowing very well
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 - that family will face a situation where now and again in
- 2 December the child would ask the mother, [African
- 3 language], 'where is my father' and that woman not being
- 4 able to tell. That is a painful story. Even if NUM is not
- 5 found to have contributed, one thing, Chairperson, NUM will
- be committed not only to make sure that this never happens, 6
- 7 but to make sure that mineworkers are proud of that unity.
- 8 Mineworkers believe that they can differ in views, but no 9
- justification can be given in a mineworker killing another
- mineworker, Chairperson. It pains me when a worker is cast 10
- underground by stone and every mineworker there, I'm sure 11
- 12 in his life, he has seen his brother or his neighbour dying
- 13 under rocks. That should be enough in terms of uniting
- 14 them. The conditions they work under, the exclusion that
- 15 they live under from their families, should be the only
- bond that binds them together. I don't think we need to be 16
- 17 found guilty, Mr Mpofu, to participate. We will do because
- 18 it is the only honest gesture any human being can do and I
- 19 hope that the day will come when the truth is told, when
- families know what really happened, when they can judge any
- 21 of us, not based on rumours, but on facts and is allowed to
- 22 come and say, here we stand, we apologise when all those
- workers in Karee, in Impala can go to that spot where these
- 24 things happen and make a vow that never in our lifetime
- 25 will we allow that to happen again. That's the call you're
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- making, I'm telling you that we'll participate, not because
- we want to appear as brave. It is the only thing we can do
- 3 to those kids who will not see their fathers again. Thank
- you very much.
- 5 MR MPOFU: Thank you, Chairperson. I
- don't expect you to respond to this one, I just want to say 6
- 7 that the - our instructions also from those people is that
- 8 their wish that, every time so you say, that this
- 9 Commission – or rather the massacre for to make the deaths
- 10 and the blood of those people that was split there, to be -
- to not have been in vain. That one of the results of this 11
- 12 whole episode would be that the mining industry, which has
- 13 been responsible for so many hardships over a long time
- 14 should not be the same.
- 15 [15:06] MR ZOKWANA: Mr Mpofu, I think that what
- you are saying, is that incidents like this always awaken
- 17 us to reality. It reminds me of the sinking of Ormandy,
- the ship that was carrying African people, during the first
- 19 World War. As he came by the poet says, your blood has not
- 20 perished, your blood should have bonded those masters who
- 21 don't regard us as equal. And I am not a poet to, but in
- 22 essence he was saying this that this blood of – and he was
- 23 saying that these are not martyrs but the fact that this
- 24 happened, has put this Marikana as an area, Rustenburg as a
 - province, the mining industry in the spotlight of the
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- globe. May it be therefore that the things we do beyond
- this is not only to make it never to happen but to change
- 3 the conditions that could have led to happen. Be it lies,
- 4 be it the manner leaders have behaved, be it the manner the
- 5 industry did not do certain things, - normal things
- 6 happened. Don't ever again look at those mines, so that
- 7 when those kids of those people who passed on come back
- 8 they can say, our fathers, their death was not in vain. It
- 9 can only happen, Chairperson, if we do all beyond this, and
- 10 such that when recommendations are made to the unions, to
- government, to the company owners, they are not seen as 11
- 12 being punishment, but as enlightening to create a better
- 13 world, that we can live on in peace forever.
- 14 MR MPOFU: Thank you, Chairperson, I have 15 nothing further.
- 16 CHAIRPERSON: We obviously won't be able
- 17 to take any further cross-examination or re-examination
- 18 today. I understand that we were going to proceed on
- 19 Tuesday, because there were reasons why we couldn't' sit on
- 20
- Monday. I understand however, that the Mr Mpofu is to
- lead his first witness next. He is not available on
- 23 so we accordingly adjourn now until Wednesday morning at

Tuesday, because of the appearance in court of his clients,

- 24 ten o'clock. The Commission will adjourn.
- 25 [COMMISSION ADJOURNED]

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