

can only be welcomed. Go ahead and cut back, and good luck to you. But the workforce itself must do this. As long ago as last December the Minister sent the enterprise's managers and the works council a letter, in which he pointed out the necessity of reducing management staff when they made the change-over to cost efficiency. This letter is still in the Vorkutaugol' Association files. The employees have all the rights and opportunities to do this. And nobody else can do it for them.

"Another demand was to introduce extra payment for night shift work. On this point we are absolutely clear. This payment is mandatory. But the money to make the payment with must be earned by the enterprise itself. Nobody can breach the existing regulations, neither the Minister nor the chairman of the union's central committee.

The miners' last demand was about the fact that they have no confidence in the mine's director, N.V. Tishhenko, or in the financial services. Well, in my opinion this is not such a difficult problem. At an employees' meeting (at which there were about 70 present), Minister M. Shhadov said, "If you pass a vote of no confidence in your director, then you have the right to elect a new one. Those who have no confidence, please raise your hands..."

"The meeting voted.

"This means, the Minister summarised, 'that you must call a conference and elect a director, a works council, and, in a word, solve your own problems yourselves, participate in the management of your association. You can announce elections for the post of director, everyone knows the procedure...'"