

Dear members

UKSU has done it again for you our members. **VIVA UKSU VIVA !!!**

Members should recall that UKSU advised that it would withdraw the unfair labour practice dispute about the (ABSA) car scheme **IF** the University agreed to all of the IEMAS offerings being made available to staff.

UKSU received news today from our attorney, that the University has signed with IEMAS. A copy of the signed agreement was included, which shows it was signed on 2 December. It is disappointing to note that almost two weeks have passed and the ED: HR has not bothered to engage UKSU on implementation or to even advise the agreement has been concluded. UKSU will engage IEMAS and HR management to establish the process for staff to apply.

The IEMAS offerings were shared in our message 2020.076, it is again attached. Also see <https://www.facebook.com/IemasFinancialServices>

This has been a long road from mid-2016, as management had unilaterally stopped the car scheme without even bothering to advise staff or the unions in the JCF. UKSU was alerted by members who had selected a car, arranged the finance, only to then have the University say “we no longer offer this”. UKSU then made a submission to the June 2016 JCF, where the then ED: HR responded that the Audit and Risk Committee had identified the car scheme as a risk and requested it be stopped, she then just did that. Thus, followed a four and a half year process, culminating with arbitration where UKSU testified. Certainly, the University’s representative then realised it did not have any defence, so offered to approach the University to consider the IEMAS offerings. UKSU agreed to a 30 day grace period for the University to review IEMAS and accept all offerings to be available. This UKSU accepted despite having arranged numerous meetings between the ED: HR and IEMAS representatives from as long back as 2018. It must not be forgotten either, that HR management signed an agreement with UKSU in October 2019 to conclude a review of IEMAS by 25 November 2019 – see attached. The 30 day grace period was also not met! Unsurprisingly, nothing was done in terms of that agreement, hence the referral to arbitration.

This is yet another example of your Executive’s tenacity and its willingness to pursue matters of importance to members, no matter how long this may take. It is frustrating for members but this is another example of how long matters take to be resolved in the University.

Regards

UKSU Executive