



25 January 2020

Dear members

Many staff received another message from EUSA on Monday morning, which was also circulated on Whatsapp in English and isiZulu.

**NEHAWU, NTEU & UKSU** are pleased to see that management sent out a University Notice (forwarded below) confirming that EUSA is indeed derecognised and referring to EUSA's message to members of other unions and its own members as "racist and inciting". The collective unions trust that the University will stand by the statement that the "necessary legal and disciplinary action against those responsible" for the message will be taken.

The entire EUSA message should be treated with the contempt it deserves, being lies and misinformation from the beginning to the end. Further, the content is defamatory and racist. The derecognition of EUSA should stabilise the labour environment at UKZN. Importantly, it will stop the misinformation, especially statements that are made, which raise unrealistic expectations.

**NEHAWU, NTEU & UKSU** are working well together as a collective and since October, under the facilitation of the CCMA, the three unions and management are reviewing the 2009 Recognition Agreement. This process is a result of the settlement agreement signed between UKSU and HR at the CCMA on 27 January 2020, which drew in the original signatories of the 2009 RA to undertake this review.

**NEHAWU, NTEU & UKSU** are concerned for those staff who were members of EUSA, as they no longer enjoy the right to representation on a collective or individual level. This places them in a very vulnerable position. These staff are welcome to join any of the unions being **NEHAWU, NTEU, or UKSU**. Any staff member who is not a member of any union is also welcome to apply for membership of their union of choice from amongst these three.

Membership forms for each of the three unions are attached hereto and should be completed and returned to the respective offices. The NTEU form is also available from [www.nteu.org.za/apply](http://www.nteu.org.za/apply) and the UKSU form from <https://uksu.ukzn.ac.za/applicationform/>

Please share this message with your friends and colleagues who may have been EUSA members or non-unionised staff.

**Issued collectively by NEHAWU, NTEU, UKSU**

**From:** University Notice  
**Sent:** Monday, 25 January 2021 14:51  
**To:** University Notice <[Notice@ukzn.ac.za](mailto:Notice@ukzn.ac.za)>  
**Subject:** HR COMMUNIQUÉ: DERECOGNITION OF EUSA

**25 January 2021**

**COMMUNIQUÉ FROM THE OFFICE OF THE EXECUTIVE DIRECTOR: HUMAN RESOURCES**  
**DERECOGNITION OF EUSA**

---

Dear Colleagues

I wish to advise the University community that EUSA has been derecognised effective from 21 December 2020.

It has come to the University's notice that EUSA's registered Constitution restricts EUSA's scope of membership to employees of the Department of Basic Education. As you are aware the University falls under the jurisdiction of the Department of Higher Education and Training, not the Department of Basic Education.

As a consequence, the University is legally prohibited from recognising EUSA, nor may it afford EUSA any organizational and collective bargaining rights. In the circumstances I wish to advise the University community that EUSA has been derecognised effective from 21 December 2020.

It has also come to the University's attention that EUSA has sent an email communication to University Staff this morning (including staff who are not EUSA members). This e-mail communication whilst being factually inaccurate with respect to the reasons and circumstances giving rise to EUSA's derecognition, is in the opinion of the University, racist and inciting. The University is currently determining the extent and import of any legal transgression occasioned by this communication, and where required and appropriate reserves the right to take the necessary legal and disciplinary action against those responsible for it.

**Regards**  
**Dr PS Zulu**  
**Executive Director**  
**Human Resources**