



26 May 2021

Dear members

You will recall that the CCMA date for conciliation of the dispute on remuneration issues was Tuesday 25 May.

The collective unions tabled their arguments and management responded that they had no mandate. The Commissioner then held a side caucus with the unions and thereafter with management. No agreement could be reached as management had not changed their position of no salary increase for 2021 and no offer on any of the other issues.

The collective unions had submitted draft picketing rules to the CCMA and management. Management said that any picket had to be outside one gate only at each of the campuses, due to COVID implications. The unions raised arguments about this and no agreement was reached. Management claimed the rules had been consulted on their side and they could not change their position without further consultation. The Commissioner then gave management until Thursday to revert on this issue. The Commissioner refused to issue a certificate of non-resolution until management had reconsidered the picketing rules.

For a protected strike, the certificate and agreement on picketing rules is required. After this, the members must be balloted and if there is support for industrial action, then 48 hours' notice must be issued to the employer of the commencement.

Issued collectively by NEHAWU, NTEU & UKSU

Malungu

Nizokhumbula ukuthi usuku lwase-CCMA lokuxazululwa kwezindaba zamaholo bekunguLwesibili mhla zingama- 25 kuNhlabi (May).

Umfelandawonye wezinyunyana ubeke imibono yawo kodwa abaphathi baphendulangokuthi abanalo igunya lokuthatha izinqumo. UKhomishana ubambe izingxoxo ngokuhlukana nezinyunyana kanye nabaphathi besikhungo okulandele izinyunyana .

Akufinyelelwanga esivumelwaneni ngenxa yokuthi abaphathi bebengakaguquki embonweni wabo wokuthi kungabi nokukhushulwa kwamaholo ngonyaka wezi-2021 futhi ababekanga ziphakamiso mayelana nezinye izindaba ezithintekayo.

Umfelandawonye wezinyunyana usuthumelele abaphathi besikhungo ne-CCMA imithetho yokubhikisha. Abaphathi bathe konke ukubhikisha kufanele kwenziwe ngaphandle kwesango elilodwa ekhempasini ngayinye ngenxa ye-COVID. Izinyunyana zibeke imibono ephikisa lokhu futhi kwaphetha kungenasivumelwano. Abaphathi baveze ukuthi le mithetho yokubhikisha icutshungulwe kabanzi ngasohlangothini lwabo futhi abakwazi ukuguqula umbono wabo kungazange kube nokubonisana ngasohlangothini lwabo. UKhomishana unikeze abaphathi kuze kube uLwesine ukuze babuye nempendulo. UKhomishana walile ukukhipha isitifiketi sokungaxazululeki kodaba kuze kuze kufike isikhathi lapho abaphathi sebeludingide kabusha udaba lokubhikisha.

Ukuze kube nesiteleka esivikelekile, isitifiketi nesivumelwano ngemithetho yokubhikisha kuyadingeka. Emva kwalokhu amalungu kufanele avote, uma kunokwesekwa kwesiteleka, kufanele umqashi anikwe amahora angama-48 okwaziswa ngokuqala kwesiteleka.

Ithunyelwe ngokuhlanganyela yiNEHAWU, NTEU neUKSU