

Dispute Update

Dear members

The collective unions and management have not been able to agree on the picketing rules. In such instances the Commissioner is required to determine the rules. You can see from the below message from the CCMA that the Commissioner has now decided to do an inspection and has arranged this for 17 June. The Act requires the CCMA to facilitate the picketing rules and will only issue the certificate once the picketing rules are established.

Whilst unions and their members have a right to strike, the law requires certain procedures for a protected strike. The collective unions would be recklessly endangering their members' employment if a picket was called before all of the processes are completed.

The three unions met on Friday with the Vice Chancellor and some members of the Executive, no agreement was reached but the parties agreed to meet again. It was agreed that the unions would submit motivations to the VC for each item in the list of demands, so that he understood the context of the demands. Further discussions with management will not delay the legal process to obtain a certificate.

Issued collectively by NEHAWU, NTEU, UKSU

ONLY TO HERE

From: Siyanda Ndimande <SiyandaN@CCMA.org.za>

Sent: Wednesday, 09 June 2021 14:37

To: Uksu Union <Uksu@ukzn.ac.za>; Pascal Sipehelele Zulu <ZuluP2@ukzn.ac.za>; garethamery@gmail.com; Samkelisiwe Pearl Makhathini <MakhathiniS1@ukzn.ac.za>; Thandi Sibisi <SibisiT@ukzn.ac.za>; Zinhle Memela <Memelab@ukzn.ac.za>; UKSU-Exec-UKZN <UKSU-Exec-UKZN@ukzn.ac.za>; Nonhlanhla Kunene <Kunenen7@ukzn.ac.za>; 'gillmanion@gmail.com' <gillmanion@gmail.com>

Cc: Manoh Thwala <ManohT@CCMA.org.za>; Lolo Dhlomo <LoloD@CCMA.org.za>; Willie Hlophe <WillieH@CCMA.org.za>

Subject: RE: KNDB3862-21 Amended draft Picketing Rules

Good Day

Kindly note that the commission acknowledges all concerns raised by the parties regarding the below matter hence an Inspection in-loco will be scheduled ASAP.

@ UKZN Kindly arrange excess permit for the following commissioners Lolo Dhlomo ,Manoh Thwala and Willie Hlophe.

Date of the Inspection: 17 June 2021

Time: 8.30

Location : TBC

Regards
SiyandaN

From: Uksu Union [<mailto:Uksu@ukzn.ac.za>]

Sent: 07 June 2021 12:26 PM

To: Manoh Thwala <ManohT@CCMA.org.za>; Pascal Siphelele Zulu <ZuluP2@ukzn.ac.za>; garethamery@gmail.com; Samkelisiwe Pearl Makhathini <MakhathiniS1@ukzn.ac.za>; Thandi Sibisi <SibisiT@ukzn.ac.za>; Zinhle Memela <Memelab@ukzn.ac.za>; UKSU-Exec-UKZN <UKSU-Exec-UKZN@ukzn.ac.za>; Nonhlanhla Kunene <Kunenen7@ukzn.ac.za>

Cc: Siyanda Ndimande <SiyandaN@CCMA.org.za>

Subject: KNDB3862-21 Amended draft Picketing Rules

Dear Nonhlanhla

The collective unions have discussed the latest version of the picketing rules submitted by management on 2 June at 17.38.

The collective unions note with dismay that management has now come up with additional changes, whereas the previous concerns raised were around COVID and all the unions had to do was to add a clause on this – which was done.

The collective unions have requested I convey that this is viewed as another attempt to obstruct and frustrate, as it takes us back to previous debates, noting that this was not raised during the CCMA conciliation. The picketing rules were exactly those agreed during the previous site visit and conciliation by the CCMA (Commissioner Nqobile) and which picketing rules were signed off by management. The only additional point as agreed, was the inclusion of the COVID point, which you have not amended. The collective unions do not accept that they must remain in: 1) the carparks (Edgewood Campus); 2) Jubilee Gardens (Howard College Campus); 3) the Courtyard (Medical School Campus); 4) Library Lawn and the open areas at Golf Road and LifeScience (Pietermaritzburg Campus); 5) the Quad (Westville Campus). These restrictions were not previously required and were not abused. However, in the interests of achieving a conclusion the areas have been amended in this version.

Regards

GILL MANION
UKSU OFFICER

