



2 July 2021

Dear members

2021 SALARY INCREASE & REMUNERATION ISSUES DISPUTE

The certificate of non-resolution for the case referred to the CCMA has been issued. The picketing rules have been signed off by management and the unions. This means that the unions can begin the process to enable protected industrial action to take place.

The Labour Relations Act requires that the unions must ballot their members before any form of industrial action may take place.

The current COVID regulations do not allow for a physical strike / picket and we do not know whether these regulations will be extended beyond the current period. This requires the unions to plan for the most effective industrial action under the current situation.

Each union will ballot their members individually and the specific details will follow from each union, as each must follow the requirements of its constitution. This will be a simple ballot of whether the member participating in the ballot either supports or is against any form of industrial action.

Apart from the 'strike' ballot, the unions will also send out questionnaires to understand from the members how they feel about various ways in which to participate in support of the demands.

The Labour Relations Act allows for a strike ballot to be conducted amongst members outside of the bargaining unit and / or non-members within the bargaining unit. The unions may decide to issue a notice for such staff. For this specific group of staff, the ballot must be a separate one.

Be on the look out for the information regarding the ballot and the questionnaire and the strategy.

Issued collectively by NEHAWU, NTEU, UKSU