



4 August 2021

Dear colleagues

The ballot held amongst members supported industrial action on the issues referred that resulted in the collective unions being granted a certificate of non-resolution.

Members will be aware that at this time the Disaster Management regulations did not allow for gatherings and even with the most recent change, only a maximum of 100 people are permitted to gather outdoors. Also considered was the rising numbers of positive cases of COVID in KZN, which are still rising. Very few members participated in the questionnaire on alternative methods to enforce the demands and there was not strong support for alternative methods.

In the interim management called the collective unions to a meeting where various proposals were put forward. The unions did not accept the 1% offer proposed by management and accepted two of the proposals on a without prejudice basis. Management agreed to return to REMCO / Council with the collective union's position.

The three unions are meeting on the evening of 4 August to consider the ballot outcomes from each union and to discuss the collective way forward.

The unions have been called to a meeting with the management negotiating team and the Vice Chancellor, to be held on Friday. If there is anything from this meeting members will be informed.

Issued collectively by NEHAWU, NTEU, UKSU