

Dear members

The UKSU RepComm is pleased to advise the membership that there is a new Recognition Agreement (RA) at the University, which also creates a Labour Relations Forum (LRF).

This RA gives recognition only to the three unions NEHAWU, NTEU & UKSU and whilst they hold 50%+1 of the bargaining unit, collectively, as their members. The bargaining unit includes:

1. All members of the University staff appointed on permanent conditions of service;
2. Staff appointed on fixed-term contracts who have been on the payroll of the University, in the same position, for a period of 12 months and longer.

It does not include staff who are externally funded.

It must be noted that the bargaining unit is used as a count for representivity. Members not included in the two points above, remain members of UKSU, and will continue to be represented by UKSU, i.e. nothing changes and UKZN staff in these categories may still join UKSU. Those members who are externally funded will recall that each year after the salary negotiations are concluded, their respective funders must approve the salary increase for it to be applicable to them. This will not change, hence UKSU will continue to represent externally funded staff, including during bargaining.

Whilst this RA provides for collective representation, it may also continue if one or more of the three unions leaves the 'acting jointly' status, as long as the remaining union retains / unions retain the 50%+1 requirement.

UKSU has not received the total number in the bargaining unit, in terms of this RA definition but will have >45%, if not almost 50%. However, December usually sees retirements and end of contracts, so UKSU numbers may be lower in January.

This RA requires the first sitting of the LRF within 15 days, which is by 11 January 2022. The LRF will determine the unions rights, e.g. office space, number of representatives, etc.

The three unions are working well together and the UKSU RepComm would like to thank their colleagues in NTEU and NEHAWU who have persisted together with UKSU to reach this agreement. This has taken over a year, due to numerous delays on the part of management, with the unions having to approach the VC and Director of Legal Services for their intervention.

UKSU will continue to always fight for workers' rights in all forums.

UKSU: ***"Advancing and defending the interest of UKZN staff"***

Aluta continua!

Regards

UKSU Representative Committee

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