



3 February 2022

Dear members

The three unions met with the Vice Chancellor on the afternoon of 2 February 2022 to discuss the three areas of concern. This is a brief update to the members on these issues.

### **LABOUR RELATIONS FORUM**

There are three unions recognised at UKZN, being NEHAWU, NTEU, UKSU. These three unions signed a Recognition Agreement with management in December 2021. The timeframe for the first meeting was not met and there were issues surrounding the Chair. We are pleased to advise that a Chair has been appointed from the names submitted to management. The first meeting of the LRF will take place on Friday 4 February.

### **SALARY INCREASE 2022**

The first item on the agenda of the LRF is a presentation from the CFO on the University budget, where the unions will interrogate the budgeted income. Members will be aware that the minimum increase for 2022 is 1.75%. It appears highly likely that the 2022 increase will be included in the February salary, together with backpay for January. The unions hope to be in a position to provide final clarification on the implementation of the 2022 increase after this meeting.

It was agreed with the Vice Chancellor that in future years the minimum will be implemented in the January salary if the finalisation of the budgeted income has not yet been resolved.

### **RETURN TO WORK**

The concerns of the unions were shared and there was a commitment from management that returning needs to be done safely in a phased manner. The unions acknowledge that the University does need to return to 'normality' and recognise the employer's rights in this regard. The Vice Chancellor assured the meeting there would be fair hearings for valid exceptions.

The Vice Chancellor proposed to issue a further communication from his Office and invited a written submission from the unions on their points of concern. These points have been drafted and will be submitted to the Vice Chancellors Office by midday Thursday. The unions hope the VC's message does address the points raised by labour.

**Issued collectively by NEHAWU, NTEU, UKSU**