

FOR PSA MEMBERS: EASTERN CAPE PARKS AND TOURISM AGENCY (ECPTA)

02-12-2019

## Successful salary negotiations: ECPTA 2019/20 salary increase

A dispute resolution meeting was held on 11 June 2019. During this meeting labour moved to a 9% demand and in response the employer improved on its offer from 6% to 6.5%. As a final fall back, labour moved to an 8.5% demand. In response, the employer came back with a 6.7% offer. Labour indicated that this offer was still not acceptable.

The employer requested an hour caucus break to take instructions from its superiors to improve on the mandate. The employer returned with a final offer of 7%. The majority of members agreed to the signing of the agreement.

In conclusion of the negotiations, the employer moved in total from a 5% salary increase, to a final offer of 7%. Labour thus succeeded to obtain an additional 2% salary increase through collective bargaining.

Ivan Fredericks  
GENERAL MANAGER