

FOR PSA MEMBERS: SOUTH AFRICAN WEATHER SERVICES (SAWS)

12-07-2019

Feedback: Bargaining Chamber

Constitution

Parties agreed that the 2002 Constitution needs to be reviewed and that a *clause* be considered to provide for an Annual General Meeting to be held. It was also proposed that the Forum should have an external Chairperson, alternatively, if it is an internal Chairperson and the Secretary then their attendance of the Forum must form part of their performance agreements.

Salary parity/scales

The employer reported that the Department of Environment Affairs (DEA) instructed it to implement new salary scales. The scales, however, reflect disparity amongst staff. Labour is convinced that the implementation of Phase 1 of parity was on erroneous scales and demanded that Phase 2 be put on hold. Currently, labour only has observer status in the employer's task team.

Labour demanded that the employer must:

- Do the presentation of the matter at the Forum;
- Share the salary scales;
- Avail the job evaluation results; and
- Clarify Equate and Patterson systems.

It should be noted that there were no documents provided on this in the meeting.

Total Cost-to-Company (TCTC)

During the 2018/19-wage negotiations, it was demanded that the employer delinks benefits from the actual increment on the basic salary. The employer raised a concern on the effect it will have on the Remuneration Policy and indicated that it will have to consult its principals to acquire a mandate.

Agency Shop Agreement

It was proposed that an agreement be concluded for consideration. The rationale of this agreement is to address the impasse of non-contributing staff members to the collective bargaining mechanism, which benefits them, at the expense of affiliated staff members. The provisions of the *Labour Relations Act* do not compel free riders to join any trade union, but their contributions can benefit collective bargaining processes and in furthering the interests of the Forum.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER