

FOR PSA MEMBERS: CAPE NATURE

01-10-2020

## Conciliation Board Meeting: Unilateral reduction of members vacation leave accrual from 30 days to 24 days

Members' attention is kindly drawn to the previous *Informus*, dated 24 August 2020 as well as 17 September 2020, where it was stated that Cape Nature's action in decreasing the leave accrual of certain employees, from 30 days to 24 days, were referred as an unfair labour practice, to the CCMA.

Cape Nature confirmed that the unilateral change in conditions of service of those employees with more than 10 years of uninterrupted service and who accrued 30 days per leave cycle, to 24 days was implemented with effect from 1 July 2020. Cape Nature implemented its decision without following the required negotiation process.

The CCMA has confirmed that the referral has been received and allocated case no WECT13491-20, and a date for the Conciliation Meeting is set for 7 October 2020 at 14:30. It will be a virtual meeting and the Commissioner is Noel Hendricks. This meeting is conducted without prejudice, which entails that no records or minutes will be kept of this meeting. The employer was informed to provide the CCMA with a virtual address/link 5 days prior to the meeting. Members' attention is invited to that fact, the PSA will represent our members at this meeting – thus affected members do not need to attend the proceedings at the CCMA, as per Rule 25(1)(a)(1)(b) of the CCMA's rules.

We wish to invite members' attention to the fact that should no agreement be reached at this meeting, which means that the employer does not reinstate the leave days from 24 to 30 with effect from 1 July 2020 a deadlock certificate will be issued by the CCMA, whereafter PSA members will be entitled to strike unless parties agree to Arbitration as a means to settle the dispute.

Members will be kept informed of the outcome of this meeting.

GENERAL MANAGER