

Update: Public Service wage negotiations 2021/22- financial year

STRIKE ACTION: PSA BALLOT PROCESS

Members are aware that salary negotiations in the PSCBC deadlocked for the 2021/22-financial year. The PSA declared a dispute and continued with the dispute process whilst other unions continued to engage the employer in a facilitation process. The PSA's conciliation process with the employer took place on 11 May 2021 and the 30-day period expired without agreement on extension. The employer also did not table any offer to the PSA during the conciliation process but rather concerned itself with frivolous arguments on the jurisdiction of Council. The Commissioner eventually ruled against the employer.

The PSA then conducted a balloting process as required in terms of the *Labour Relations Act (LRA)* before a notice can be issued for strike action. This balloting process was concluded, and the PSA is processing the results. In the interim, in terms of the *LRA*, parties must agree on picketing rules before the Commissioner can issue a certificate of non-resolution. Unfortunately, when the mentioned certificate was issued, parties did not engage on picketing rules. A formal application was made to the PSCBC for parties to conclude on these rules and the matter is set down for Monday, 5 July 2021.

Once the results of the balloting process have been finalised and members have mandated the PSA to embark on strike action, notice of strike action will be served on the employer. Members should also be aware that the way of work has changed and strikes in the conventional way may not be an option. There are various ways in which members can still participate in a strike to frustrate the employer sufficiently to concede to the PSA's demands. Circumstances brought about by COVID-19 and subsequent lockdown level 4 have brought about challenges. The PSA can, however, assure members that the Union will adhere to all COVID-19 protocols and regulations and will not endanger members' lives. For this reason, a strategic strike will be planned. Members will be informed of details in due course.

LET'S PUSH FORWARD FOR WORKERS' DEMANDS TO BE HEARD!

GENERAL MANAGER