

FOR PSA MEMBERS: **COUNCIL FOR GEOSCIENCE (CGS)**

10-02-2022

## PSA Consultative meeting with Management – 9 February 2022

### Impasse on recognition of PSA as Bargaining Agent

Members will recall that it is almost the third year that PSA has been discarded from the collective bargaining process. The exclusion was owing to the alleged loss of membership during previous financial years. The PSA queried the auditing process in terms of the Constitution and the Recognition Agreement of the Bargaining Forum, which ended at the CCMA. The newly elected PSA Executive Branch members pursued the disclosure of membership figures as at time of the initial exclusion. The information has not been forthcoming to date. The employer is still adamant, without tangible proof, that the PSA did not and does not currently meet the threshold for re-admission to the Bargaining Forum. The employer also emphasised that it is still standing by its decision that PSA is not allowed to exercise any of the organisational rights, especially after failing to exercise its rights as contained in the CCMA Settlement Agreement.

The PSA convinced the employer that the matter was prematurely referred to the CCMA. Parties should have satisfied themselves on proof of membership figures. Nevertheless, the Settlement Agreement reached was to the effect that the PSA was afforded 90 days to recruit members. Thereafter, management will assess its re-admission. The period so granted fell within the declared COVID-19 lockdown. The employer on 6 January 2021 informed PSA that the afforded period had expired and there is still no improvement on membership. Thus, PSA was with immediate effect not permitted to operate within the employer's premises.

After extensive engagement with the employer on its mandated positional approach to this meeting, the employer re-considered its position. A win-win outcome was reached. It consented in that the CCMA Settlement Agreement be kept in abeyance until parties resuscitate it, as the PSA is being afforded 90 days afresh to embark on a recruitment drive. It was agreed that the effective date on commencement of such a drive will be communicated to management by the PSA. The PSA is also allowed to represent its members on rights issues, only on the capacity as fellow employees. The employer was careful and thoughtful in that the Bargaining Forum was informed of the current PSA position. Re-admission of the PSA in the Forum will be discussed after the sharing of audited membership figures, including those are utilising debit orders for monthly premiums. This is partly a victory for the PSA in that the employer was ultimately persuaded to meet after two years' effort and to reconsider total shutdown of activities.

The employer also presented the current membership affiliation of existing unions as of July 2021 as follows:

PSA – 123 members

Nehawu – 158 members

Solidarity – 22

It must be noted that with the total staff complement of 476 and 303 union members, there is potential of recruitment for 173 employees who are not affiliated to any union. Members are urged to assist the PSA in the recruitment drive to ensure the protection of members' rights and promotion of matters of mutual interest through re-admission in the Bargaining Forum.

The new democratically elected PSA National Executive Branch consists of the Chairperson: Mr Sifiso Bucibo, Deputy Chairperson: Mr Ntsako Mhlarhi, and Secretary: Mr Rames Chauke. Collect your PSA notebooks from the Executive Committee. Any inputs can be communicate to [sbucibo@geoscience.org.za](mailto:sbucibo@geoscience.org.za); [rchauke@geoscience.org.za](mailto:rchauke@geoscience.org.za); [nmhlarhi@geoscience.org.za](mailto:nmhlarhi@geoscience.org.za); and [arnold.dlamini@psa.co.za](mailto:arnold.dlamini@psa.co.za).

Members will be informed of developments.

*The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery. The PSA supports and encourages members and their families to be vaccinated.*

GENERAL MANAGER