

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

25-04-2022

Update: ECPTA Special Joint Negotiating Committee (JNC) meeting - 21 April 2022

A special JNC meeting was requested by the employer to discuss the following items:

ECPTA Collective Bargaining relationship with labour

The employer conceded that the unilateral implementation of the 2.5%-salary increase in December 2021, backdated to 1 April 2021, was wrong and could be perceived that labour and the collective bargaining processes were undermined, which was not its intention. Labour shared their disappointment and requested the employer to refrain from the implementation of any matter of mutual interest in the absence of an agreement. The employer apologised and confirmed that it will not repeat this.

Closure of 2021/22-wage cycle

Management requested labour to consider closing the 2021/22-salary negotiations and to defer these to the 2022/23-salary negotiations. In other words, negotiations must proceed on the 1 April 2021 salary increase, together with negotiations for the 1 April 2022 increase. Although the PSA reserved its position, the rest of labour agreed. In addition, it was requested that employees who participated in the strike must not be penalised with leave without pay for the three days that they participated in industrial action. The employer indicated that it will consider the request and respond at its earliest convenience. Unfortunately, a date for the response could not be confirmed.

Provisionally, the following additional items are also considered for negotiations:

- Cash bonus for 2021/22 increase
- Medical-aid subsidy of 50% / optional
- Danger allowance, night shift allowance, and standby allowance
- Long-service awards from ten years' service
- Severance package
- Week-end overtime payment (not time off)
- Group life policy to be re-visited

Members are invited to make any additions or inputs to the request by the employer and the proposed list of items.

Building Workplace Relationship (BWR) initiative

The employer confirmed its initiative to have a Building Workplace Relationship session with all stakeholders, to be facilitated by the CCMA. Labour confirmed support for the initiative.

Members will be kept informed.

GENERAL MANAGER