

FOR PSA MEMBERS: LIMPOPO

26-07-2023

## Membership subscriptions

It has come to the PSA's attention that some departments are not deducting union membership subscriptions, despite being provided with the membership and cancellation forms by members who have the intention of cancelling other unions and joining the PSA. Other members are complaining about the failure by their employers to stop deductions of other unions, leaving the members with double deductions, which is problematic and unfair to members.

Recently, there was an unfortunate incident where an employee passed on without any form of deduction although he had always maintained that he was a PSA member and participated in activities of the Union. Sadly, the family could not receive the condolences that are payable to the family upon the member's passing.

Members are advised that in terms of section 13 of the *Labour Relations Act (LRA)*, an employee may authorise the employer in writing to deduct union subscriptions payable to the union where the employer must begin making authorised deductions as soon as possible. Further, such authorisation may be revoked by giving both the employer and the union three months' notice if the employee works in the public service or one month for non-public service employees. The employer is legally obliged to implement the instruction to cancel union membership and implement the new union as per the member's authorization. Failure to comply is a contravention of the *LRA*. Members must thus ensure that the cancellation form is served on the union they are cancelling **and** to the employer to enable activation.

Members are urged to constantly check their pay slips for their contributions and immediately advise the employer and shop stewards of any challenges in this regard. Further, shop stewards are advised to ensure that the matter is discussed during a members' meeting and to assist members who are struggling to cancel membership with other unions, despite compliance with the *LRA*.

Members are further advised to register on the PSA Member Portal, which can be accessed via the PSA's website ([www.psa.co.za](http://www.psa.co.za)) homepage. Registration on the Portal will enable members to view and update their important membership information, generate PSA membership certificates, electronic membership cards, request proof on indemnity insurance (relevant occupational groups), submit and view cross-transfer requests, and lodge enquiries, *etc.*

For assistance, members can contact Lawrence Muvhango (082 880 8995 / [lawrence.muvhango@psa.co.za](mailto:lawrence.muvhango@psa.co.za)) Paulina Moloto (082 880 8957 / [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za)).

GENERAL MANAGER