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SERVICE EXCELLENCE

FOR PSA MEMBERS: **WESTERN CAPE GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL (GPSSBC)**

02-08-2023

Update: Department of Mobility – GPSSBC meeting: 28 July 2023

Members will recall that during the previous meeting on 14 July 2023, the employer tabled a new eight-hour shift system. It emphasised that all the concerns of members, as raised by labour during negotiations, were considered. Labour had to obtain their members' mandates to accept or reject the new proposed system.

The PSA requested members' mandates *via* the *Informus* of 17 July 2023 as well as on social media and e-mails. Responses were received from a few members, rejecting the new shift system. Other unions' members also rejected the new shifts.

After a labour caucus, labour confirmed that no mandate was received from members to accept the new, proposed eight-hour shift system. Labour then tabled a counter proposal to the employer. As a *quid pro quo*, labour proposed that the twelve-hour shift system be re-implemented in exchange for the non-payment of the built-in eight hours' overtime - "a favour for a favour".

The PSA emphasised the urgency to resolve the matter in that members are suffering taking daily stimulants to cope. The twelve-hour shift system provides ample rest whilst any other eight-hour system fails to provide that. Furthermore, labour urged the employer to seriously consider the counter offer to avoid deadlocking, declaring a dispute, and reverting to strike action.

The employer informed labour that the matter is regarded as a high priority, but there are implications to be considered and therefore the counter offer would have to be taken back to its principals for consideration. The next meeting is scheduled for 23 August 2023.

Members will be kept informed of new developments.

GENERAL MANAGER