

FOR PSA MEMBERS: **NATIONAL HOME BUILDERS REGISTRATION COUNCIL (NHBC)**

23-04-2024

What is happening at NHBC?

Freedom of association

Section 23 of the *Constitution of the Republic of South Africa* protects employees' right to form and join a trade union and participate in its activities and programs. The protection is further expressed in sections 4 and 5 of the *Labour Relations Act, 66 of 1995 (LRA)*, which also prohibits anyone from discriminating against employees who exercise their freedom of association. Any employee, regardless of position or rank, may join a trade union and benefit from the protection it provides in ensuring that fair labour practices are observed in the workplace. The more employees associate with the same union, the stronger that union becomes and will be effective in promoting its members' interests and protecting their rights. The union that is sufficiently representative of employees employed by an employer in a workplace is eligible to exercise organisational rights such as access to the workplace, deduction of trade-union subscriptions, and leave for trade-union activities. The PSA has recruited sufficient employees at the NHBC and approached the employer regarding organisational rights, which the NHBC refused to grant. The PSA declared a dispute at the CCMA on the matter. Conciliation is set down for 3 May 2024. Employers are not allowed to intimidate employees or threaten them when they join a trade union as this will be a breach of section 5 of the *LRA*. Acts of intimidation and threats should be reported to the union immediately.

Why is PSA the union of choice?

The PSA is the largest non-politically affiliated trade union that represents members of the public service and state entities. It has a proud history of more than a century and is guided by the values of loyalty, transparency, respect, ethical conduct, consistency, and service excellence. It has a good reputation across the country and is known for its professionalism and customer service. The PSA has twelve Provincial Offices, with its Head Office in Pretoria. Provincial Offices have competent employees who provide various services in the province where they are based. PSA members are the main drivers and decision makers of the Union through structures that are set up at provincial and national levels to ensure that Union officials are always informed and fully mandated by members whenever they engage with employers. Shop stewards are elected in every workplace where organisational rights are obtained, and the PSA provides them with training and support to ensure that they are well-equipped as foot soldiers in the workplace.

How to join the PSA

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER