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FOR PSA MEMBERS: **ONDERSTEPSPOORT BIOLOGICAL PRODUCTS (OBP)**

26-03-2024

What is happening at OBP?

Membership

The Bargaining Forum Meeting took place on 20 March 2024. The employer at this meeting provided Labour with their individual membership statistics. Payroll was present to clarify and verify membership statistics and to answer questions. Membership implementation and cancellations were discussed at length. It was resolved that the cut-off date for implementation of new membership forms and cancellations will be the 15th of every month. It was also resolved that payroll will provide Labour with their statistics by the 10th of every month. Due to time constraints, the remaining agenda items have been deferred to a meeting to take place on 25 March 2024.

Wage negotiations

Labour submitted their consolidated salary demands of 7.5% across the board to all employees falling under the scope of the Bargaining Unit. In addition to that they demanded a guaranteed bonus payable to every employee. They requested that the employer set aside ten million rands from the profit and utilise this to pay every employee a bonus. The employer took note of the demands and undertook to place these demands before REMCO and the Board. Feedback will be given at the next meeting to be held on 06 May 2024.

Review of policies

It was agreed between both parties that all policies must be reviewed as a matter of urgency. The dates for the review of the policies are set down for 8 and 23 April 2024. The employer will circulate the policies to allow Labour to consult with its members and obtain inputs to be incorporated into these policies.

Matters for bargaining

It was agreed by all parties that the following items will be discussed at the next Bargaining Forum meeting.

- 2002 total cost to company agreement.
- A service provider to be appointed to present the TCTC versus basic salary and benefits.
- Benchmarking exercise concluded.
- The appointment of a permanent CEO.

Members will be kept informed of developments.

Employees who want to join the PSA can contact Molefe Mosaka on 0828808927, email him at molefe.mosaka@psa.co.za, or contact the PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER