

CUTTING EDGE



Registered as a trade union in terms of the labour relations Act, (Act 66 of 1995) as amended

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AUSA FEEDBACK—SAX MEMBERS—APRIL 2016

Dear Members,

AUSA met with the Company and all the other Unions at the end of last year in a few meetings to discuss the critical matters in the Company.

The Company presented Labour then with a presentation that reflected the current financial position of the Company. They also indicated that they still need to save more money and to control the cost, due to the guaranteed backing loans from government. They indicated at that time that the predicted increase for 2016/17 would only be 6 %. Labour then had discussions and asked the Company if they would not consider a 3 year Wage Agreement with the guarantee that there would not be any job losses in the next 3 years.

The Company never said that we would not be negotiating for 2017. All the Labour Unions at the meeting, except SAXPA agreed to negotiate in one forum for 2016/17 to resolve the matter as soon as possible.

The Company only scheduled a meeting again on the 6th April 2016 to provide the forum feedback. The Company informed us at the meeting that they have signed a Wage Agreement with SATAWU and that they would make an announcement soon.

The Company gave us notice to cancel our recognition agreement in 2015, as they believed that we have dropped below the threshold of 50 plus 1. We have been engaging with the Company to do membership verification, since that time without any success. We believed that we still have the required numbers as we constantly submitted new applications. We have also met with the Company and SATAWU at that time to establish a Technical Bargaining Forum based on a CCMA Settlement between SATAWU and the Company.

The Company communicated on the 19th of April 2016 that all employees - except the Pilots - will receive a 6 % increase from the 1st of April 2016, as they are still negotiating with SAXPA.

We are currently engaging with the Company to confirm our membership numbers, the process should be concluded by the 10th of May 2016. Failing this, will leave us with no other option but to declare a dispute at the CCMA.

We are also currently busy consulting with the Company on a proposed shift change in Durban & Cape Town and the overtime rate payment for the Tug Drivers.

We trust that this will provide you with some clarity at this time on some of these matters.

We wish to thank Christo Claassens for the EXCO functions that he performed in the past and will appoint a new EXCO member before the end of April 2016 for the remainder of the time that ends in October 2016. The process to elect a new EXCO member for the next 4 years will start in July 2016.

Regards

Frank Mackenzie
General Secretary