



## MEMBERS FEEDBACK

(Meeting held with new Acting GM HR Ms. Thuli Mpshe – 4<sup>th</sup> October 2018)

### DEAR ALL MEMBERS,

Please allow me to apologise for the delayed feedback to you regarding our recent meeting with the newly appointed Acting General Manager – HR, Ms. Thuli Mpshe. Whilst the feedback is brief, I was unable to get to this, due to pressing matters at Denel (SOC), who also find themselves in dire times.

During our previous brief engagement with the Acting CEO, Ms. Siza Mzimela, we raised the issue regarding the outstanding salary increase which must be backdated to April 2018. Ms. Mzimela confirmed that the company will still honor the wage agreement signed but is unable to commit to an actual payment date.

Based on the meeting with Ms. Mzimela, the Coalition drafted a replacement agreement, which we forwarded to Ms. Mzimela. In turn, the newly appointed AGM HR, requested an engagement with the Coalition to discuss this item.

1. In terms of the date for payment of the increase as well as back pay, the Company is awaiting instructions from REMCO, but confirm they will honor the payments as soon as money is available, and not absorbed by more urgent operational matters. In our replacement draft agreement, we proposed that payment be made by no later than the end of November 2018, the Company could not commit.

In terms of this item, the only options available for members is the following. We remain patient up to at least the 24<sup>th</sup> October 2018, after the budget speech from the Minister, whereby we should know what assistance if any will be provided to SA Express, if after this, no assistance will be provided, we must prepare ourselves for lean times. We do have the right to declare a dispute at the CCMA, (SATAWU)

would need to do this, because they ultimately signed the original agreement. Once this dispute is referred, we could seek to enforce the agreement, but this would also expose employees to possible industrial action. We have been reluctant to go this route for the time-being, give the sensitivity of the matter. Hence, for now at least, we would request members remain patient until at least the end of October after which we will understand what assistance will be provided to SA Express, and we will take your instructions thereafter.

**NOTE: we have agreed that salary negotiations for next year will begin by no later than the 10<sup>th</sup> February 2019. The company has already committed and confirmed this. This will be the opportunity to try to get matters back on track. Taking into consideration the current situation, we will have to be creative and think outside the box.**

2. As part of our replacement agreement, we also raised the issue regarding alternative medical aids. The Company stated that 8 staff belong to MediHelp, 54 belong to BestMed, 490 belong to Discovery and approximately 252 employees don't belong to a company scheme but may belong to their spouse's medical aid.

We raised the fact that because of no-increases, or delayed increase and the rising cost of living, it is becoming unfair for the company to force employees to belong to a scheme, when in fact no contribution or subsidy is being provided by the Company. The AGM HR requested that Labour put forward a proposal on our proposals in respect of Medical Aid. We are in the process of compiling this, but in it will include that in the short-term, employees are not forced to belong, and that in the long-term, the company contribute at least 50% to medical aid.

3. A task team comprising Labour and Management will be established before the end of October to finalize the dormant and duplicate pension/provident funds. Further details will be shared, and mandates taken after the first meeting.
4. For those employees who are still owed outstanding overtime/Sunday pay for May, this should be paid at the end of October 2018, as confirmed by the AGM HR.
5. The feedback regarding CPT, KZN and other bases not yet in operation is still not available. As soon as we have reliable information, we will share this with you all.

Please hang in there. Should you need to discuss anything, share information, put proposals, or just vent, please don't hesitate to contact us.

We remain willing to serve your interest, and thank you for your Loyalty, especially during times of grave uncertainty and extremely slow progress.

Onwards and Upwards.

**Jannem, Frank and Tinyiko - Obo Coalition Partners**