



**ALLIANCE
Of
Communication Workers Union
&
South African Communication Union**



Dear Colleagues

The Alliance, (CWU & SACU) have referred the organizational dispute back to the CCMA as Hannelie is delaying the process deliberately. We await a date from the CCMA Office.

The following extract from an e-mail sent by Hannelie informing HR that Solidarity have also lost recognition rights at BCX - *"BCX does not have a recognised union at the moment and no union representative will be allowed to attend any BCX meetings or hearings. In the event that employees request to attend union related meetings, same must be done during their lunch time alternatively leave may be applied for."*

This is yet more proof that BCX management do not have the appetite for organised labour. To date nothing has been amicably resolved with their internal and only "recognised Union". It is as always delaying tactics, hoping that the problems will disappear. Their only problem is the Alliance have absolutely no intention of disappearing!

The bargaining unit PDMS Dispute is scheduled for arbitration at the Cape Town CCMA on 23 July 2018. Lionel

Samuels will be representing the Alliance at the arbitration hearing.

The STI for managers as well BU employees will be referred to the CCMA. We are awaiting the names of the BU employees so that we can make the referral. To date none have been received.

The STI payment for managers was however referred to the CCMA Cape Town on 11 July 2018 as an unfair labour practice. Any managerial member that wishes to be a part of this to forward their names to lsamuels2108@gmail.com or karr1em@me.com . Conciliation/arbitration has been set for 31 July 2018.

All members that have recently signed up will notice that no deduction was made from their salary advice. This is because BCX refuse to make deductions from the salary of any new sign-up. This will be taken up in the upcoming CCMA Case. Members should not worry as they will be covered in terms of the benefits being extended to all our members.

The recent member verification exercise in Telkom was done with ICTU as they claim they have 30% membership and want recognition in Telkom. The matter is at the CCMA who are currently verifying the ICTU claim.

It became known to us that some staff transferred in terms of the section 197 process have received increases. This when the GCEO of Telkom as well as the CEO of BCX indicated that a zero percent increase will be given to staff. We are in the process of securing the documentation and will be referring the matter to the CCMA. It is unfortunate we have no dispute mechanism internally with BCX but this does allow us to refer the matter to the CCMA immediately.

We are waiting on dates for the other matters referred to the CCMA. As soon as the dates are available they will be made known.

BCX is currently functioning without a union as they also gave Solidarity notice according to correspondence in our possession. As some have put it though, even while Solidarity were the only recognised union at BCX, BCX

still operated as if no union existed.

We have attached application forms for easy reference in Joining the Alliance (CWU or SACU).

**THE CHOICES YOU MAKE, NOT THE CHANCES YOU TAKE DETERMINE YOUR
DESTINY...END**