



ALLIANCE  
Of  
Communication Workers Union  
&  
South African Communication Union



Dear Keith

It is glaringly obvious that the Company are, by the transmission of their latest communique, attempting to intimidate the BU employees!

They are very clearly worried about the impact of the proposed strike and have once again demonstrated their lack of concern for our well-being!

The communique states *"We are disappointed that the situation could not be resolved without recourse to strike action as we have been negotiating in good faith."*

This is absolute nonsense...they negotiated in such good faith that they did not allow the process that was agreed up front to run its course! A unilateral implementation of an "increase" even though OL did not agree...is that what they call that "good faith" negotiating? Not in our book it's not.

It goes on to state *"Please note **employees who participate in the strike will only be paid after 31 July 2018**, but by no later than 7 August 2018, in accordance with the provisions of s32(3)(a) of the Basic Conditions of Employment Act, 75 of 1997. This is to enable a manual verification of days worked during the month of July. The manual verification will be performed on the 31st of July to establish the number of days worked during the month of July 2018."*

How dare they threaten us like this? We believe that this is illegal and immoral. We have communicated with the company and informed them as follows:

- *“A Legal or protected strike action refers to a strike which is in compliance with the Labour Relations act 1995 (LRA). The LRA further protects employees participating in a protected strike against any form of discrimination and intimidation by the employer towards those participating in the protected action.*
- *We therefore implore the company to immediately stop this unlawful discrimination and intimidation against our members and send a communique out that corrects this by close of business Thursday 5 July 2018. Failing this we will be seeking remedial action externally as is our right in law.”*

There is absolutely no doubt whatsoever that we are covered in terms of the law so there is nothing that the company can do to any individual who participates in this action. However, please abide by the rules and conduct yourselves decently on Friday. We are protected by the law and will use all the provisions that apply to their fullest.

***At some point members need to appreciate that they need to make some form of sacrifice for the greater good and that the time is now.***

This wonderful company think that their threats & blackmail attempts will be successful....show them that they have gone way too far and that the employees are fed-up with them and their failures that we suffer for. Remember Multi Links?

The increases awarded to the top 47 Executives will be made known soon. Let's see if they get a 3% addition to their packages and if it will be on the 50<sup>th</sup> percentile. Can we hope that they will refuse the increase as many top executives in other corporations have done?

**John Cougar Mellencamp sang " You've gotta stand right up for somethin' or you're gonna fall....for anything"**

This company believes very clearly that we are resources that can be used and abused

24/7. This type of action has proved successful in other SOE's. Let us show management just how serious we are.

**END**