



IMATUmail

47 Selati, Ashlea Gardens, Pretoria — Tel 012 460 6276 — Fax 012 460 8894
Email: simon@imatu.co.za - Website: www.imatu.co.za

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General Secretary:
Johan Koen

National President:
Danie Carstens

Deputy President:
Stan Khoza

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IMATU 1 - SALGA 0

IMATU has won an important arbitration relating to the implementation of last year's salary and wage increase on benefits.

In October 2009, IMATU commenced arbitration proceedings against SALGA demanding that all Municipalities must implement a 13% increase on benefits and conditions of service linked to salaries, for the period 1 July 2009 to 30 June 2010 (excluding pension fund contributions, which were capped at 10,5%).

SALGA refused to do so, claiming that the salary and wage agreement, concluded last year, only allows for a 10.5% increase on benefits. The arbitrator, however, rejected SALGA's arguments and ruled in favour of IMATU.

The effect of the ruling is that benefits such as overtime, annual bonus, leave pay, long service bonuses, shift allowances, standby allowances, acting allowances, night work allowances should have increased by 13% and not 10, 5%.

Municipalities must now pay all their employees an additional 2.5% on benefits and this is back-dated to 1 July 2009.

[This does not however affect pension fund and medical aid contributions, which only increase by 10.5% until 30 June 2010, in terms of the salary and wage agreement.]

This award is a significant victory for all IMATU members and it deals a massive blow to SALGA's attempts to undermine our members' rights, and collective bargaining in the sector.

IMATU will keep you informed of further developments and we will continue to ensure that all your rights under the Salary and Wage Collective agreement are protected by all and any means necessary.

NEW LAW AIMS TO DERAIL MUNICIPAL GRAVY TRAIN

Municipalities are on the verge of change, unprecedented since 1994. New legislation will soon be introduced that aims to de-politicise municipalities, combat corruption and ensure that skilled people are appointed in senior management positions. Earlier this year, the Minister of Co-operative Governance and Traditional Affairs, CoGTA- announced the tabling of the Municipal Systems Amendment Bill.



This Bill will target the appointment and performance of senior managerial staff, including Municipal Managers, Chief Financial Officers, Town Engineers, Town Planners, Communication Managers and Human Resource Managers. The Bill introduce key changes such as the appointment of persons with applicable skills, prohibitory the appointment of office bearers of political parties, regulated remuneration packages and prohibitory the appointment of employees pending disciplinary hearings at other municipalities. Councillors who ignore the regulations and still appoint staff who do not comply with the regulations, will be held liable for fruitless expenses. Allegations of corruption and maladministration must be investigated within 90 days, failing which the Minister will get involved. IMATU, as a key role player in the Minister's task team, welcomes the introduction of this Bill. We believe that the Minister has embarked on a major effort to secure quality service delivery in the municipal industry and we support his actions. IMATU is committed to the process of securing much needed change in the management of its members employed at municipalities.

EDITORIAL

By the time this newsletter is in your hands, the soccer World Cup tournament will be well on its way. This spectacle brings the opportunity to showcase our country and its people. IMATU believes that the message of unity and responsibility (while having fun) must remain long after the soccer stars have left our shores. In this edition we give you the opportunity to sign-off on an important pledge to our union and country.

Further good news comes with salary and benefit increases for all members. Also, don't miss out on news of municipal management, what to expect after the shop steward elections and Congress 2010 preparations. Enter the crossword competition and you could celebrate Bafana-style, but take tips on doing it responsibly and send us pictures of the festivities! (simon@imatu.co.za) **G-O-O-O-O BAFANA!**

IMATU CONGRESS OCTOBER 2010

IMATU's 4th Congress will be held in the "friendly city", Port Elizabeth from 26-28 October 2010.

Many Congress delegates are unaware of the massive logistical planning (read "move- a- mountain- and – then- climb- it") that precedes a Congress, not to mention the detail that such planning requires.

What do constitutional requirements, administrative arrangements, sponsorships, accommodation and keynote speakers have in common? One thing- IMATU's 4th Congress in the "friendly city", Port Elizabeth from 26-28 October 2010.

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IMATU's Constitution regulates Congress dates. Final numbers of delegates are determined on membership figures per Region as at 7 July 2010.

By then, the number of delegates attending is available. This number is further analyzed into names, shirt sizes, disabilities and gender. Special dietary requirements and accommodation arrangements are checked.

The end of July sees finalisation of sponsorships and guests. Keynote speakers are also identified. Their accommodation requirements and transport, are secured. Simultaneously, congress delegates' "goodie bags" are filled with certain items (secret at this stage!!!).

Regions then start to secure travel arrangements, whilst the Congress co-ordinating committee is kept busy with the finalisation of the venue, banners and flags, boardrooms, VIP attendance, lunch and refreshments at the venue. Meanwhile, the Congress agenda must reach delegates in time and Regions start to distribute it three weeks before Congress. Special arrangements to record proceedings both in sound and in vision are made and a computer network is assembled to manage these.

The same network will do the capture of votes and special votes when needed.

Congress will commence on 26 October with registration.

Day 1 (27th) will see an open session with the formal opening of the proceedings, Presidential address and speeches by keynote speakers. It continues with a closed session where only delegates may attend and subjects such as finance, recruitment and marketing, collective bargaining, service delivery, training and development of shop stewards will be debated.

Day 2 (28th) starts with another open session with keynote addresses by senior role players in government. The incoming National Executive Council members are introduced and National Office Bearers are elected. The Congress closes formally with an address by the National President.

Usually, on departure day (29th) the goodbyes are prolonged as delegates reflect on the important resolutions taken and new friendships are celebrated.

If you will be attending Congress, enjoy it!

WAGE AND SALARY INCREASE: 2010/2011 FINANCIAL YEAR

When IMATU secured the multi- year salary agreement in July 2009, one of the conditions that was agreed upon stated that a calculation of the wage and salary increase for the 2010/2011 financial year must be made.

Section 6.2 of the Wage and Salary collective agreement states that *"all employees, except the Municipal Managers and the Managers in terms of Section 57 (6) of the Municipal Systems Act, shall receive for the 2010/2011 financial year with effect from 1 July 2010 an across the board increase based on the average CPI percentage, for the period 1 February 2009 until 31 January 2010, plus 1,5%"*.

The percentage was calculated and the average CPI figure for February 2009 to January 2010 was 6.98. Adding the 1.50%, as the Salary and Wage Collective Agreement determines, brings the total increase to 8.48%.

This means that an across the board increase of 8, 48% will be implemented on 1 July 2010, based on employees' basic salaries as at 30 June 2010. The minimum wage payable in the sector, will increase from R 4000 per month to R 4 339-20 with effect from 1 July 2010.



In addition, if an employee, after having received the 8,48% increase and still earns less than the minimum wage of R 4339-20, that employee receives the minimum wage of R 4339-20.

All other benefits and conditions of service that are regulated by section 6.4 of the Salary and Wage Collective Agreement 2009 must be adjusted accordingly.

Die kollektiewe ooreenkoms wat salarisverhogings reguleer, bepaal dat daar op 1 Julie 2010 vir die 2010/2011 finansiële jaar 'n salarisverhoging van 8,48% geïmplementeer moet word aan alle werknemers, uitsluitend Munisipale Bestuurders en Bestuurders aangestel in terme van artikel 57 van die Wet op Munisipale Stelsels.

Die minimum loon in die sektor verhoog ook van R 4000 na R 4339-20 per maand en werknemers wie die 8,48% verhoging ontvang en steeds minder as die minimum loon ontvang, sal die nuwe minimum loon van R 4339-20 ontvang.

AFTER THE SHOP STEWARD ELECTIONS: WHAT YOU SHOULD KNOW

The election of shop stewards is nearly completed and members and newly elected shop stewards are reminded of the purpose and functions of a shop steward. The powers and duties of trade union representatives or shop stewards, are determined by the National Executive Council and includes at least those basic duties as set out in section 14 of the Labour Relations Act.

A shop steward is an organiser. Recruiting new members is one of the most important tasks of a shop steward. Having follow-up meetings with members at their workplaces is equally important to ensure a sense of "belonging-to" or unity amongst members. This is the glue that keeps IMATU members together and non-members are positively influenced by shop stewards' ability to organise members in the workplace.

A shop steward is a representative. Shop stewards represent workers in all aspects and forums of their employment. Reporting back to members on all aspects of the workplace serves as a link between the member and their trade union's activities. Representing members in grievances and disciplinary proceedings forms the security net that assures members that they do not have to fight alone. A shop steward must assist, advise and represent members in all matters relating to their conditions of service, including for example Occupational Health and Safety matters, accidents (IOD), appointments

grading and grading structures, locomotion allowances, pension funds, education and skills development, apprenticeships, productivity, job evaluation, employment equity, privatization, merit assessments, protective clothing, duties, working hours and overtime, leave, housing (loans and subsidies) and acting allowances.

A shop steward is an educator. They must educate members about the application and interpretation of collective agreements, and changes to policies and rules that govern the workplace.

A shop steward is a leader. Members expect them to take a leadership role in the struggle against management/the employer and they must develop their leadership strategies and –skills. Shop stewards must lead by example in their personal and public life. Attributes such as honesty, integrity and trustworthiness must be visible in their conduct.

A shop steward is a watchdog. Being the eyes and ears of the Union, they are usually the first to observe any changes in workplace behaviour that may influence members' rights and privileges. Shop stewards monitor the employer's compliance with workplace-related matters, labour legislation and collective agreements and report any breaches or contra-

ventions thereof.

A shop steward's actions are protected. Section 12 of the LRA regulates that a shop steward is entitled to enter the employer's premises to recruit members, communicate with members, serve members' interests and hold meetings with members.

Their rights are captured in the Main Collective Agreement of the SALGBC, dealing with Organiza-



tional Rights. An appointment of a shop steward is subject to a declaration to exercise their rights and to perform their duties and functions in terms Labour Relations Act, Organisational Rights Agreement, IMATU Constitution and Regional by laws.

Members have now elected the best available candidates to serve as shop stewards. It is important to see to it that they perform their duties and that they get the support they deserve to do these duties.

WORLD CUP FEVER: DON'T GET CAUGHT OFFSIDE

World Cup fever is about to hit South Africa from 11th June until 11th of July 2010. Soccer fans around South Africa will either attend the matches, watch the games in pubs or taverns, or stay home to catch the action on their TV's. Employees should however make sure that their enjoyment of these games does not interfere with their work duties.

Here's a few tips to ensure that you don't get into trouble with your employer:

Taking Leave:

Consult the match schedules and make sure that you book leave early in order to facilitate the operational requirements of your employer. Also be aware that many employees will want to take leave during the world cup so get your leave applications in early.

Absenteeism:

Be aware that employers may scrutinise absence from duty during the world cup more closely, especially the day after big matches in the wake of late night celebrations. Rather apply for leave during and after the match if you want to take part in late night celebrations.

Drunk on Duty:

Be careful to limit your alcohol intake during matches and make sure that it does not result in being drunk on duty. Those who operate heavy machinery, dangerous equipment or drive em-

ployer vehicles should take special care not to over-indulge during the world cup.

Traffic Jams:

Employees may genuinely experience traffic delays when travelling to work on match days. Try to leave for work earlier on match days in and around your city. Should you be caught in traffic jams, try as far as possible to contact your supervisor via cell phone and inform them of your problem (Remember to use your hands-free kit!).



Internet Streaming:

Employees wishing to watch games on the internet via live audio streaming are advised to first look at the employer's internet policies to see if this is allowed. Be aware that some IT systems may not have the capacity be able to handle audio streaming. Be sure to get permission from your supervisor first.

IMATU's advice to Municipalities

IMATU encourages Municipalities to ensure that a positive morale is built

around the World Cup and to put appropriate measures in place to ensure that employees remain productive and still show up for work.

Municipalities should consider doing the following:

Implementing special arrangements for staff to enjoy matches at work. For example: setting up fan lounges/ TV rooms for employees to watch the games during lunch breaks as part of team building.

Working out flexible working hours where possible. Some employees may be quite prepared to work later or come in earlier in exchange for time off or extended lunch hours in order to watch matches.

Reminding staff that the 2010 World Cup is coming up and encouraging staff to book leave well in advance on the dates they wish to watch matches.

Advising employees that absences which coincide with matches will be scrutinised more strongly. This could discourage employees from calling in sick in the first place.

Flexibility is key, especially when South Africa is staging such a major international sporting event. If handled correctly, the 2010 World Cup can actually boost employee morale and increase productivity. A happy employee is a more productive employee!!!

RECRUITMENT CAMPAIGN NEWS

The last recruitment campaign held by IMATU in November 2009 was extremely successful.

Another 1247 members were added during the campaign which was held in November 2009. The previous campaign was held in May 2009 and together with the November campaign, 2220 new members have been added to our ranks!

Each Region determined the rollout plan taking into account prevailing

and unique circumstances in the Region.

The eThekweni Region showed that active marketing and recruitment pays off- their membership total is now in excess of 11 000 members!!!!

The need to recruit more effectively and aggressively has been exposed in the "platteland" Regions of the Free State, Northern Cape, Mpumalanga, Limpopo and

North West.

The following Regions were exceptional in their campaigns; Western Cape, Eastern Cape, KwaZulu Natal and Gauteng and deserve sincere congratulations!

To all the newly recruited members, we extend a hearty welcome and we hope that you have found your "trade union home" in Local Government!

IMATU PUBLICLY ANNOUNCES OUR STANCE ON CRIMINAL ACTIVITY AND SERVICE DELIVERY

IMATU as a responsible, dynamic and professional trade union is represented at all levels of society. We are an active role player in the Department Co-operative Governance and Traditional Affairs activities and programme to ensure proper service delivery and a zero-tolerance for criminal activity in municipalities.

In a quest to support Government in eradicating criminal activity – especially fraud, we had the following views:

IMATU supports the view that criminals and criminal activity should be rooted out of the municipal sector, because:

- People of low integrity have no place in the municipal workplace.
- Criminals also defraud their colleagues.
- Reduced income for municipalities because of fraud, would mean lower pay increases.
- Criminals pollute the working environment and their actions cast suspicion on everyone around them.
- When crimes take place, innocent employees are accused of not exercising sufficient vigilance and are subject to disciplinary actions, including dismissal.



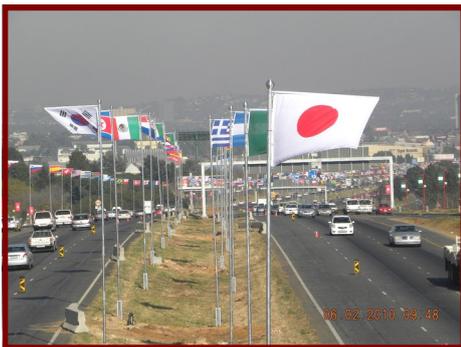
In so doing and in addition to our Constitution and codes of conduct, we caution our members and prospective members, that we stand squarely behind the traditions of honour and honesty, which are the hallmarks of the municipal industry's integrity.

IMATU calls on all our members to participate in rooting out criminal activity in municipalities and for this purpose, we make available a declaration, which each member can complete and publicly display in their own workplace.

IMATU acknowledges and honours members who publicly display their intent. To participate in this public demonstration of intent, is voluntary.

(The attached statement can be completed by the member and the Regional office and displayed at the workplace. See the back page of this edition of *IMATUmail*).

SOCCER FEVER BROKE OUT AT TSHWANE/LIMPOPO AND JOHANNESBURG/MPUMALANGA REGIONAL OFFICES!



All roads lead to Soccer City!





Certificate of Undertaking

***INDEPENDENT MUNICIPAL
AND ALLIED TRADE UNION***

This is to certify that

.....

herewith undertakes to support all endeavours of IMATU to publicly denounce all criminal activity in municipalities including all forms of corruption, racism and dishonesty and in so doing commits to actively support honest and transparent administration and quality service delivery to all the communities of South Africa.

For IMATU

Signed

MEMBER

Signed

dated:

.....

IMATU IS WORKING TOGETHER FOR ME