

IMATU MAIL

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2009 SALARY NEGOTIATIONS

After months of negotiations, followed by 4 days of country wide strike action, **IMATU**, SAMWU and SALGA entered into a 3-year wage agreement on 31 July 2009

In terms of the agreement, employees will be paid the following as from 1 July 2009

Salary increase: A 13% across the board increase in salary and benefits linked to salaries. (2,5% of this increase will be non pensionable for the 2009-2010 financial year.)

Salary Negotiations: Medical Aid Contributions: Employer's share to increase by 10,5%.

Minimum wage: this will increase to R3850 per month.

The Home Owners' Allowance will be based on a maximum bond of R100 000. This will increase to R110 000 on 1 July 2010, and R135 000 on 1 July 2011.

Vacancies: The employer has undertaken to fill all critical funded posts by 30 June 2010.

Increases from 1 July 2010 – 30 June 2012

1 July 2010: An across the board increase in salaries based on the Consumer Price Index (CPI) plus 1,5%

1 July 2011: An across the board increase in salaries based on the CPI plus 2%.

Rental Allowances: The South African Local Bargaining Council will set up a task team no later than 31 October 2009 to look into a National Rental Allowance for the Local Government Sector (The agreement does not apply to Section 57 Managers, i.e. Municipal Managers and those that report directly to them.)

APPOINTMENT OF NATIONAL MANAGER: MEDIA, MARKETING AND TRAINING - SIMON RIEKERT

Simon will be responsible for all matters related to communication, training, media, marketing and press releases.

STRIKE ACTION!



NEW APPOINTMENT AT THE NATIONAL OFFICE OF IMATU

Lionel van Zyl has been appointed Human Resource Manager at the National Office of IMATU with effect from 1 July 2009. Lionel is the erstwhile Regional Manager of the North West Region and all matters relating to the human resource division of IMATU now falls in his capable hands.

THE ADMINISTRATIVE RESTRUCTURING OF IMATU

The administrative restructuring of IMATU has been approved by the NEC and has taken place on 1 July 2009. The following re-developed structure of the regions in IMATU now applies and the newly appointed Regional Managers (with the newly named Regions) are listed as follows:

- Paul Greyling** – Regional Manager: Central Regions (Free State, Northern Cape and North West Regions);
- Rudy De Bruyn** – Regional Manager: Northern Regions (Tshwane and Limpopo Regions);
- Dempsey Perumal** – Regional Manager: Midland Regions (eThekweni and KwaZulu Natal Regions);
- Mark-Lee Gericke** – Regional Manager: Eastern Regions (Johannesburg and Mpumalanga);

It should be noted that the restructuring was only done on an administrative basis which means that the IMATU's Constitution that regulates aspects such as shop stewards, NEC members and Regional Committees remain unchanged.

The only administrative changes that were made in IMATU relates to staff re-deployment at the Regions and the National Office.

NATIONAL POST ELECTIONS RECRUITMENT CAMPAIGN

In May 2009, IMATU announced the winners of the National Post Elections Recruitment Campaign. The winners of the competition are as follows:

- FIRST PRIZE: (R 10 000)**
J.N. Malematja: 121 members recruited from the Tshwane region
- SECOND PRIZE: (R 7 500)**
B. Hector: 78 members recruited from the Western Cape region
- THIRD PRIZE: (R 5 000)**
A. Moodley: 60 members recruited from the eThekweni region

26 other eager recruiters from around the country were considered as "lucky draws" of whom 7 received an amount of R 2 000 as a "lucky draw".

Photographs of the winners will appear in the next edition of the IMATU mail.

GOVERNMENT PLANS TO REPLACE PRIVATE HEALTH CARE WITH A NATIONAL HEALTH INSURANCE SCHEME



There are plans to rush through a National Health Insurance system (NHI) which will have a dramatic effect on private health-care in South Africa. If the NHI should be approved by parliament in its present form, it would have the following effect on medical aid scheme members

- Medical schemes will be prevented from offering any benefits that are supplied by state facilities.
- The members will be forced to use state facilities, unless they wish to pay for private health care out of their own pockets.
- Medical schemes may have to pay up to 85% of membership fees as a tax to finance the NHI.

- All employees (and employers) will have to pay additional income tax to fund the NHI.
- General practitioners will be paid directly by the state, at a rate to be determined by parliament. The Medical Aid Industry has vowed co-operate with the government to ensure better health care for all, without taking away their members' right to their existing medical benefits. **IMATU** would prefer to see parliament first concentrate on ways to improve public health care and provide better facilities for those who cannot afford to pay for health care

HIGH COURT ORDERS THE WORKMEN'S COMPENSATION COMMISSIONER TO INCREASE AN EMPLOYEE'S COMPENSATION

The employee's knee was badly injured during the course of his duties. After the accident, he had extensive treatment, but was unable to walk more than a few steps without the knee 'giving way', causing him to fall over. As a result, he was unable to continue working. However, the Workmen's Compensation Commissioner ruled that he was only 18% disabled because he still had the leg.

The employee appealed to the High Court to have the Commissioner's decision set aside. An orthopaedic surgeon testified that the employee's disablement was permanent and more severe than that of a person with a normally functioning knee who had lost his lower leg. Even if the employee had the leg amputated, he would still not be able to walk because the damage to his knee was irreversible. The surgeon concluded that degree of disablement was

45%, the percentage prescribed in Schedule 2 for the loss of a limb below the knee.

Judge Plasket found that the Compensation Commissioner did not apply the guidelines adequately and failed to take into account the total degree of disablement. He ordered that the Compensation Commissioner's award be set aside and that the employee be awarded the compensation payable to employees who are considered 45% disabled.

The Compensation Commissioner was ordered to pay the costs of the appeal.

M D Healy versus Workmen's Compensation Commissioner and Minister of Labour 2008

A Note of Thanks to Valentine Mchunu

I would like to pay tribute to Valentine Mchunu for his commitment and dedication when he represents the members of **IMATU**'s Umzinyathi Branch. He has recently had a notable success in defending a member who has been the victim of a vendetta against her. During the stressful eight months that the case dragged on, Valentine was always available to provide clarity and feedback. The members of the Umzinyathi Branch are fortunate to have someone of his calibre to turn to.

**NANAZI GWAMANDA:
CHAIRPERSON UMZINYATHI BRANCH**

MEMBERS' WIDOW TO BE PAID UIF DEATH BENEFITS, THANKS TO IMATU

Dear Editor,

One of the IMATU members benefited hugely from the article on UIF benefits, which was published in the April/May 2009 issue of IMATU MAIL.

When one of our members died tragically in January while training for the Argus Cycle Tour, his widow did not know that she could claim death benefits from the UIF. She learned about it when she contacted me after reading the article. Fortunately, she still had time to submit the claim within the maximum 6-month claim period after her husband's death.

I estimate that she will be paid more than R30 000, thanks to IMATU.

Paul Prinsloo, Shop Steward Cape Town

METRO MUNICIPALITIES ARE OWED BILLIONS

The National Treasury has reported that, as at 31 March 2009, Metropolitan Municipalities were owed a total of R30.3 billion. This is an increase of R3.7 billion (13, 8%) compared with the same period in 2008. Johannesburg is owed R10.7 billion, Ekurhuleni R6.7 billion, Ethekwini R4.2 billion, Cape Town R4.2 billion and the smaller cities and towns are owed a combined total of R10.7 billion.

MAXIMUM CLAIM PERIOD FOR UIF BENEFITS TO BE INCREASED TO 12 MONTHS

Labour Minister Membathisi Mdladlana has promised to increase unemployment benefits and to prolong the period for which the jobless receive payments to one year. According to Minister Mdladlana, unemployment benefit payments increased by 31.7% during 2008, which is “a clear reflection of the impact of the current economic crisis” on South Africa. He said job losses continued to mount after 200 000 were shed between the last quarter of last year and the first quarter of this year. “Job losses are mounting and poverty is deepening.

The Minister has tasked the Unemployment Insurance Fund to look at amending the Unemployment Insurance Act in order to increase the maximum period for paying benefits from 8 – 12 months, whilst also increasing the sum of money paid to those who claim benefits.

He also wants to ensure that workers who are employed on a temporary basis should enjoy the same benefits as those who are on permanent contracts

YOUNG PEOPLE BELIEVE THAT THE HI VIRUS CAN BE AVOIDED BY HAVING A BATH OR SHOWER AFTER SEX



A recent survey of people between the ages 10 to 24 revealed that more than a quarter of them believe that they could avoid being infected with the HI Virus by having a bath after sex. Many of them also believe that taking the contraceptive pill can prevent infection or that the virus is transmitted via toilet seats.

Many young people still do not know how the HI Virus is transmitted, or what to do to protect themselves.

The survey was carried out in various regions across the country by Stellenbosch University. Most of those surveyed admitted that they were worried about being infected, yet the shocking truth is that many of them still do not know how the virus is transmitted or how to protect themselves.

TRUTH NO 1: The HI Virus is transmitted from one person to another when infected sperm or blood enters the blood stream, either via unsafe sex or sharing infected needles.

The contraceptive pill does not provide any protection against the HI Virus, only condoms can do that.

TRUTH NO 2: The contraceptive pill can only help to prevent pregnancy, but does not provide any protection against the HI Virus.

Condoms, however, will prevent both unwanted pregnancies and the transmission of the virus.

The only way to prevent being infected with the virus is by avoiding unprotected sex and not sharing injection needles.

TRUTH NO 3: Once the virus has entered the blood stream, either via sores or tears in the flesh during sexual intercourse, or by sharing an injection needle, **no amount of bathing will stop the virus.**

TRUTH NO 4: The only way to avoid being infected with the virus is by having safe sex, i.e. by using condoms, avoiding sex when you don't know the other person's HIV status and not sharing needles

The HI Virus is not spread by sitting on toilet seats.

TRUTH NO 5: The HI Virus dies very soon once it is exposed to light and air, so the only way to be infected via a toilet seat is to expose an open wound or sore to freshly spilt blood or sperm.



Although there are effective treatments that can prolong and improve an infected person's life, the best protection is to avoid being exposed to the virus

METROPOLE DISSATISFIED WITH SALGA'S POOR SERVICE

City of Cape Town Refuses to Pay R2,5 Million Increase In SALGA's Fees

The City of Cape Town has refused to pay SALGA's 42% increase in membership fees. Mayoral Committee member Belinda Walker said that SALGA (South African Local Government Association) has failed “repeatedly” to represent the city's position on several matters, including the establishment of the Regional Electricity Distributor, the creation of a single public service and plans to change the Constitution to give National Government more power to intervene in Local Government.

According to SALGA's website ‘SALGA is on record as being in support of this initiative to establish six wall-to-wall Regional Electricity Distributors (RED's). This initiative must be seen as a mechanism to reduce and ultimately end the fragmentation that leads to inefficiencies

in the industry, as it currently exists.’ This is clear evidence that SALGA does not support the interests of local government, because by promoting the establishments of the REDS, they will effectively destroy a large source of local government income. Ironically, SALGA's stated vision is to be “consultative, informed, mandated, credible and accountable to our membership, and provide value for money”.

The Western Cape Provincial Government has also gone on record accusing SALGA of acting like a political organisation and wasting the taxpayers' money. SALGA is funded by membership fees paid by the various municipalities (which is derived from the ratepayers) and a grant from National Government.

MEETING BETWEEN FEDUSA AND PRESIDENT JACOB ZUMA

On 18 April 2009 Jacob Zuma, the then President of the African National Congress (ANC) met with FEDUSA. (He was elected the President of South Africa on 22 April 2009). During this meeting, he told FEDUSA about his party's priority areas for the next 5 years. Some of these are:

THE CREATION OF DECENT WORK AND SUSTAINABLE LIVELIHOODS

The ANC has undertaken to make the creation of decent work opportunities and sustainable livelihoods the primary focus of their economic policies.

FIGHT AGAINST CRIME AND CORRUPTION

Fighting crime and fighting the causes of crime will be a priority of the ANC government in the next five years and there is a need to overhaul the criminal justice system to ensure that the levels of crime are drastically reduced.

INTRODUCE THE NATIONAL HEALTH INSURANCE SYSTEM (NHI) SYSTEM

The ANC plans to phase in the NHI over the next five years. The NHI will be publicly funded and publicly administered and will provide the right of all to access quality health



Pictured above: President Zuma addressing FEDUSA. Danie Carstens, President of FEDUSA and IMATU, is sitting on his left.

care, which will be free at the point of service. People will have a choice of which service provider to use within a district. The implementation of the NHI there include an engagement with the private sector in general, including private doctors working in group practices and hospitals, to encourage them to participate in the NHI system.

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The Federation of Trade Unions (FEDUSA) is the second largest trade union federation in South Africa. FEDUSA and its affiliate trade unions, such as IMATU, are non-political and not aligned to any political party.

President Zuma to speed up the creation of a single Public Service

President Zuma informed the nation in his opening address to Parliament that his government is committed to speeding up the creation of a single public service. This will be done to 'improve service delivery in the existing three spheres of government, namely Local Government, Provincial Government and the National Public Service'. The government believes that the creation of one huge single bureaucracy will be more efficient than the existing services that operate at municipal, provincial and national level.

In terms of the Section 197 of the Labour Relations Act, the employees would have to be transferred to the SPS with all their current benefits, working conditions and pay scales. The new employer will also have to abide by all the Collective Agreements that had been negotiated to protect the employees'

rights. Once the employees have been transferred to the SPS the new employer will have the enormous, time consuming task of sitting down with the many trade unions that represent local government, provincial and government workers. They will then have to negotiate a new set of pay scales, job designations, working conditions, including working hours, leave, sick leave, disciplinary procedures, retrenchment agreements, etc. This will take years, and in the meantime, the time devoted to achieving this will be at the cost of service delivery.

IMATU has been advised that there are constitutional obstacles to the creation of a Single Public Service. Your union will make use of every legal avenue to protect the rights of the members. We will keep you informed of further developments via your Regional Managers and Shop Stewards.

RE-REGISTRATION CAMPAIGN OF IMATU'S MEMBERS

The re-registration campaign of IMATU members in your Regions and Branches was initiated in the period 1 February 2009 – 31 May 2009. The reasons why IMATU is embarking on the re-registration campaign is to update our records for better communication with members via sms, e-mail etc., to populate our newly introduced SYSPRO database which requires additional membership data, and for purpose of confirming the beneficiaries for the ex-gratia death benefit.

Once all membership data has been loaded / captured onto the SYSPRO System we can allocate each member a unique membership number, and commence with the process of issuing each member with a membership card.

Each form completed and returned to the Regional Office, will be entered into a Lucky Draw, where the prizes will be as follows:

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|-----------------------------|---|
| 1st prize | Dinner with the IMATU President for winner and his/her partner and a guided tour of historical sites in the Pretoria and or Johannesburg area (including a two night stay over in Pretoria) |
| 2nd prize | R 1000 cash |
| 3rd prize | R 600 cash |
| 4th prize | R 500 cash |
| 5th prize | R 400 cash |

Winners will be announced in the IMATU Mail, and the prizes will be handed over to members by Senior Officials and Office Bearers in each Region.

Photographs of the handover of the prizes will appear in the IMATU Mail.