



Report on Emakhazeni Status to Date

Introduction

The situation in Emakhazeni Local Municipality is daily developing into a critical sour state with the workers looking for management to address their urgent grievances fueled by the municipality deducting 50% of their December month salaries against a previous agreement to refer all matters to the established task team.

Task Team

The Council resolved in November 2014 to establish a task team led by SALGA to address issues raised by workers in a document presented to council by the workers. One of the issues was that a matter of no work no pay is referred to a Task Team, inclusive of all matters raised. To date the task team failed to meet against the 21 days resolved to have started addressing the issues.

No Work No Pay

On the 19th December 2014, the shop stewards met with management to avoid the results of an application of a no work no pay. After agreement on the matter, management unilaterally, after consulting with SALGA resolved to withheld 50% of the workers' salaries without an agreement on the implementation of the no work no pay. It is said that the no work no pay is applied for the work stoppage of the 12 November 2014.

A letter was issued by management to the workers. It is noted that management is divided over this decision.

Attendance to work

On the 22 December 2014, the workforce reported for work as normal at 07:30 in the morning only to be faced with locked gates and security's blocking the entrance to all work stations.

There been no sign of management, the shop stewards wanted to know what is happening and arranged for a workers meeting. On arrival to the technical office to inform the workers on a meeting, Mr. Sindane, sitting in his car, he started swearing at the shop stewards claiming that management decided no to pay the workers and what is left is for the workers to be shot.

Mr. Sindane got out of his car and started shooting at the shop stewards who fortunately disarmed him and handed the gun over to the police. A case of attempt murder has been opened against Sindane.

Court Order

The municipality, on the 23 December 2014 resolved to approach the labour court for a court order forcing the workers to resume duties, no worker refused to go back to work, except the non availability of management in the work stations and the continued lock out by security guards. The court has since granted an order, however management is forever not available to provide guidance and implementation of the order, since the lock out remain in place.

Recommendations

1. That, the workers are paid their monies with immediate effect
2. That, the court order is set aside and the task team is afforded an opportunity to resume its responsibilities

Signed on behalf of the workers

Desmond Mahlangu
Shop Stewart SAMWU