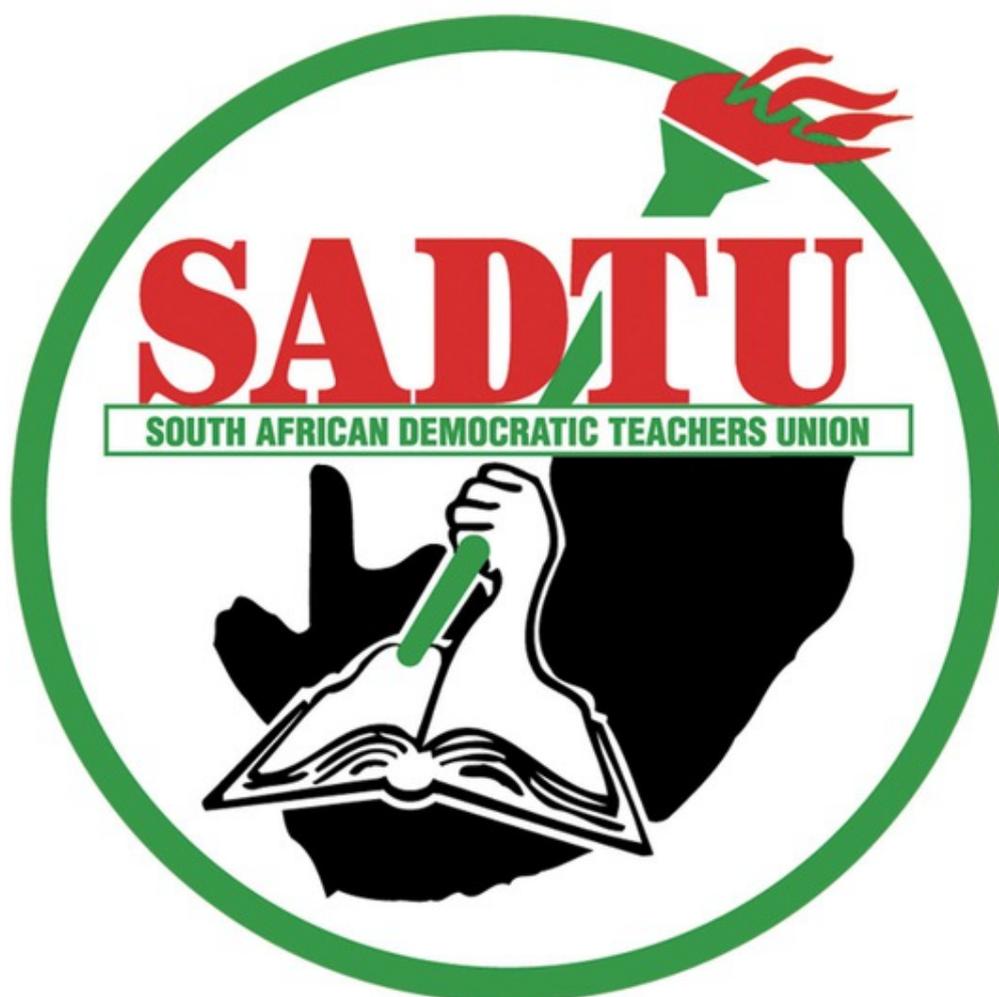


SADTU DEMANDS FOR 2021



SADTU Submission to the JMC for consolidation

12 February 2021

Background

The South African Democratic Teachers Union (SADTU) embarked on the mandate seeking process that was conducted under the COVID-19 conditions. These conditions dictated that the culture of doing things change. The Union had to attend to the changes in the reopening of the learning institutions which was initially planned for the 25 January 2021. When this was changed to the 1st February the Union had to readjust the programme and also limit the levels of consultations. Having conducted the mandate seeking process under pressure in order to meet the JMC deadline meant that the National Working Committee instead of the National Executive Committee assumes the executive authority of the NEC in finalising the decisions on the 2021 demands.

The Union took into account clauses 16.1 and 16.2 of the PSCBC constitution which make provision for the 21 days timeline to be altered with agreement with the party referring a proposal regarding a matter of mutual interest.

The Union submits as follows:

1. Salary Increment
2. Term of the Agreement
3. GEHS
4. GEMS
5. Other outstanding matters
6. Enforcement of Collective Agreements

1. Salary Increment

The demands **projected inflation plus 4%** in a sliding scale where levels 6-12 do not receive less than **projected inflation plus 2%**.

These group of employees are the missing middle who do not qualify for education assistance from the employer or government in terms of NSFAS. They struggle to qualify for mortgage bonds as a result of their wages which are eroded by the highest tax bracket. They also do not qualify for the RDP houses. They pay high medical aid premiums because of their salary bracket.

2. Term of the Agreement

The term of the Collective Agreement to be reached shall be for a **single term**.

The rationale is that the employer had reneged on the fulfilment of the last leg of the multi-term collective agreement number 1 of 2018. By not entering into a multi-term agreement the union

seeks to force the employer to regard the worker as an “industrial citizen” who is entitled to enjoy rights and freedoms in the workplace. It’s to restore the principle of negotiations based on trust that has been eroded by the non implementation of collective agreement number 1 of 2018 citing economic hardship and COVID-19 induced crisis.

3. GEHS

- The immediate implementation of the GEHS administered by the public service workers.
- The annual adjustment of the housing allowance with effect from 1 April each year with the same percentage as the annual salary adjustment.
- The missing middle have suffered for a long time because they don’t qualify for RDP and they are denied mortgage loans by the untransformed banks.
- The GEHS is not just about having the roof over your head but about the restoration of the dignity that apartheid and colonialism took from the majority of our people.
- This project is about public service excellence where the banks are disrupted

4. GEMS

- We demand retention of an annual MPI increase on GEMS.
- Equalisation of subsidies in respect of open medical schemes. This is more urgent given that the benefits are exhausted and leave members and their depends at the mercy of scrupulous private hospitals.
- The Scheme must be administered by Government as it was initially intended because while the private administration has been there since the inception of the scheme the services remain poor. The scheme must build capacity to administer in order to improve the benefits and help members in managing the impact of the virus which leaves the affected with long term effects which require chronic medication.

5. Outstanding Matters

- All outstanding matters emanating from the previous resolutions must be finalised as a matter of urgency before the conclusion of the current round of negotiations. The Union has listed the following as priorities of the outstanding matters because they are many where they listed the Bursary scheme for civil servant, danger allowance extended to education workers and GEHS.
- The process of finalising such matters should run parallel with the current round of negotiations, but with a view of concluding such earlier than the current round of negotiations.

6. Enforcement of Collective Agreements

Demand that the PSCBC constitution be amended to make provisions for the Council to enforce collective agreements concluded between labour and employer. The dispute on application and or interpretation in the collective agreements should find application in the PSCBC constitution. This is crucial in dealing with the non application of the signed collective.

The rationale for the amendment is informed by the following principles:

- The demand for the defending freedom of association is informed the signing of the Public Service Charter in recognising that the public service must be effective and efficient in order to ensure the effective exercise of rights and improve citizens' quality of life (public safety, education, health, social security, culture, access to housing, law enforcement in the numerous areas of competence of the public service, etc.), as well as being a vital factor in sustainable economic and social development, the well-being of workers based on fair conditions of employment, and the progress of sustainable enterprises.
- The exercising of freedom of association which encompasses collective bargaining between trade union organizations and the public service, are key to creating the necessary conditions to build a capable and sustainable developmental state.
- The South African Constitution recognises that the right to organize and to bargain collectively is closely linked to the other fundamental rights at work. It is the corollary of freedom of association. It is a constructive means of promoting the protection of workers, often in vulnerable situations, and enables the promotion of all of the fundamental rights. It is a key instrument in ensuring non-discrimination and equality, including equal remuneration for men and women for work of equal value, embodying in the world of work the guarantee of fundamental rights at work for all, especially with a view to promoting social justice.
- This demand recognises that collective bargaining contributes to the establishment of just and equitable working conditions and other benefits, thereby contributing to social peace. It enables the prevention of labour disputes and the development of procedures to resolve specific problems, particularly in the context of adjustment processes in the event of economic crisis or cases of South African doctrine of impossibility, as well as worker mobility programmes. Collective bargaining is therefore an effective instrument which facilitates adaptation to economic and technological change and to the changing needs of administrative management, often in response to demands from society.
- We have a conviction that collective bargaining can effectively assist in the fight against corruption and for the promotion of equality in our country in order to redistribute the resources to critical public services.