

MATJHABENG MUNICIPALITY

MINUTES

OF

LOCAL LABOUR FORUM MEETING

HELD ON

MONDAY, 23 APRIL 2018

AT

14:00

AT

**ROOM 302, 3TH FLOOR, PROCOR
BUILDING, WELKOM**

I
MINUTES OF THE LOCAL LABOUR FORUM HELD ON MONDAY THE 23RD
APRIL 2018 AT ROOM 302 3RD FLOOR PROCOR BUILDING, WELKOM AT 14:00.

PRESENT

COUNCILLORS

Cllr. D. Direko
Cllr. MA Mphikeleli
Cllr. VE Mawela
Cllr. TM. Letlhake

OFFICIALS

Mr. T. Makofane	:	Executive Director: Strategic Services
Mr. S Nhlapo	:	Senior Manager: Human Resources
Mr. J. Gouws	:	Manager: Labour Relations
Mr. T Mnguni	:	Committee Officer/Scriber

SAMWU REPRESENTATIVES

Mr. MS Mahase
Mr. D Mana
Mr. SII Tlhone
Me. NP Jijingubo
Me. S Mohale
Mr. T Mahlatsi
Mr. W. Makhobotloane
Mr. MA. Mazibuko
Mr. TS. Liphoko
Mr. T. Nqulo
Me. ME. Mocholotsi

IMATU REPRESENTATIVES

Mr. E Eloff

1. OPENING:

The meeting was officially opened by the Chairperson, Cllr Direko who welcomed every one present.

2. APPLICATION FOR LEAVE OF ABSENCE:

Me Charlene Smith was on leave.
Mr. Dan Mana and Me S. Mohale will join the meeting later.

II

Me S. Mohale requested to be excused at 11:00.

Mr. Mahlatsi wanted to know which agenda should be entertained because there were two set of agendas, the one of the 23 February 2018 which was a special meeting and the ordinary agenda of the 26 January 2018. The Chairperson suggested that the meeting should start with the minutes of the 26 January 2018.

Mr. Makhobotloane would like to know if SAMWU want to sponsor an item and their item is not in the agenda what must be done.

The respond was that there were no items submitted to the Manager Labour Relations` office from SAMWU.

SAMWU explained that they cannot submit the item that is still in discussion in the sub-committee.

The Chairperson`s ruling in the matter was that the Human Resources Sub-Committee must develop a report in terms of Transfer of Library service and Basic Conditions Sub-Committee must provide a report on Promotion policy.

3. MOTION OF SYMPATHY AND CONGRATULATION:

None

4. DISCLOSURE OF INTERESTS:

Employer component wanted those who are affected by 95 month to month issue recuse themselves from the meeting. This was disputed by labour component that they are representing all the workers not themselves. They argue that such decision is not part of Collective Agreement.

Chairperson`s ruling

That the matter has been there for a long time and the issue of interests was never entertained. The matter was also dealt with in the mediation, therefore everyone was allowed to participate in the meeting. The Chairperson advised that in future when there is a situation like this, need to go through the Collective Agreement to find out what does it says about such situation.

5. MINUTES OF THE PREVIOUS MEETING:

5.1 26 January 2018 and 23 February 2018 Minutes.

6. MATTERS ARISING FROM THE MINUTES:

26 January 2018 Minutes

LLF7/2017: Transfer of Library Services: The Municipal Manager was supposed to invite Provincial officials to address employees but this did not happened.

There was no report from the Human Resource Sub-Committee therefore they did not do their work.

III

The telephonic discussions with one official from the Province promised to submit a report telephonically he said that they had participation with 13 people who said they want to go to the Province regarding salaries and benefits. In that week they were to receive written notices. They were to give notice on the 1st of May 2018 to start in the Province. This was not accepted because that was regarded as a verbal report.

The labour component felt that there is a need for direction for their members and proposed that the HR Sub-Committee be given a week and the special LLF need to finalize this matter.

THE LOCAL LABOUR FORUM RESOLVED (23 April 2018)

That the Special LLF **BE** on the 3rd of April 2018 to get the report from HR Sub-Committee.

LLF8/2017: Employment Equity Committee: The letter has been written but waiting for the signature of the Municipal Manager. It was not clear whether the letter has been signed by the Municipal Manager.

The labour felt that they are not taken serious by the employer because the letter was supposed to be written in January 2018 almost three months ago by HR Department.

THE LOCAL LABOUR FORUM RESOLVED (23 April 2018)

That the HR **SHOULD WRITE** a letter to the Department of Labour and report to the coming special Local Labour Forum.

23 February 2018 Minutes

SLLF2 of 2018

Correction

Resolution 1

1. Not correctly phrased, it was not *“Original positions as per their First month to month contracts”*. It should be *“they must be Absorbed”*,
2. Omission on the resolution. The resolution was time specific, it should be, *“That the HR Sub-committee was given a week to verify and monitor the issuing of appointment letters”*.

THE LOCAL LABOUR FORUM RESOLVED (23 April 2018)

That the meeting **SHOULD MAKE** use of the recording to get the expert information.

7. MATTERS FOR DISCUSSION:

7.1 LLF3 of 2018 – LLF4 of 2018

IV

8. CLOSURE:

The Chairperson thanked everybody for being part of the meeting and the meeting was officially adjourned at **15:33**.

CHAIRPERSON

DATE

V

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LLF3 of 2018

APPOINTMENT OF LOCAL LABOUR FORUM CHAIRPERSON AND VICE-CHAIRPERSON FOR 2018 TERM (ED: CSS) (5/2/2)

PURPOSE OF THE REPORT

To elect a chairperson and Vice-Chairperson for the Local Labour Forum for 2018.

ELECTIONS

The labour component proposed the name of Mr. Mahase as the Chairperson of the LLF for 2018 term and the employer site nominated Councilor Mawela MMC for Corporate Support Services as Vice-Chairperson.

The outgoing Chairperson thanked the members for the opportunity which was given to her and handed over the reins to the new Chairperson.

The labour component congratulated the newly elected Chairperson and Vice-Chairperson. This was also followed by employer representative. They also thanked the former Chairperson for her unbiasedness and impartiality.

THE LOCAL LABOUR FORUM RESOLVED: (23 APRIL 2018)

1. That Mr. ME Mahase **IS APPOINTED** as a Chairperson for the 2018 term.
2. That Mr. VE Mawela **IS APPOINTED** as a Vice-Chairperson for the 2018 term.

LLF4 of 2018

FEEDBACK ON ABSORPTION OF 95 MONTH TO MONTH EMPLOYEES (ED: CSS) (5/2/2)

PURPOSE

To submit feedback to the Local Labour Forum on the verification done by the Human Resource Sub-Committee of the 95 month to month Employees.

DISCUSSION

The labour component wanted to know how far the process in absorbing the employees was, they indicated that the report is based on the verification only whilst there was an eager from the site of the employer to close this matter. They felt that the report is silent on the implication part, which is the issuing of appointment letters to the 95 month to month employees.

The response from the HR Sub-Committee was that the report from sub-committee to the LLF as mandated by the LLF. The committee explained that it was not their mandate to implement. The LLF will pronounce it self on the matter after receiving a report from the HR Sub-Committee. The question was asked by Councilor Mphikeleli if there was no employees who are attending the school to develop themselves.

The respond from the HR Sub-Committee was that the mandate from the LLF was clear, it was to verify the employees if they are still in the system, not to ask qualifications to the employees.

The labour said that if there was a dispute on the terms of reference for the HR Sub-Committee it would be proper to revisit the recording. All the parties agreed that listening to the recording will be the best solution in dealing with the tempering of the resolutions outside the meeting and someone must account for that.

THE LOCAL LABOUR FORUM RESOLVED (23 April 2018)

1. That the matter **BE NOTED**.
2. That the matter **BE FINALIZED** in the next Local Labour Forum meeting after listening to the recording.
3. That the special LLF **BE SCHEDULED** for the 3rd of May 2018.
4. That the party leaders **BE AVAILABE** to listen to the recording.

The meeting was officially adjourned at **15:33**.