

FOR PSA MEMBERS: CAPE NATURE

31-03-2021

## Arbitration: Unilateral change in conditions of service - Reduction of members' vacation leave accrual from 30 days to 24 days with effect from 1 July 2020

Previous editions of the *Informus* contained information regarding Cape Nature's action in decreasing the leave accrual of employees with more than ten years of service, i.e. from 30 days to 24 days. Cape Nature implemented this decision without following the required negotiation process and confirmed that this unilateral change in conditions of service was indeed implemented with effect from 1 July 2020.

The PSA referred a dispute to the CCMA and the Conciliation Board meeting was virtually conducted on 7 October 2020. The employer's representative did not have a mandate to settle this matter and a Certificate of Non-Resolution with an Annexure A referring to the Picketing Rules for members, was issued on 30 October 2020.

Normally the next step in this process would be to call a strike, however, all affected members were either declared as Essential or Maintenance services as per section 65(1)(d) of the *LRA, 1995* and prohibited from participating in strike action. Subsequently the dispute was referred to the CCMA for Arbitration, which has been set down for 12 April 2021.

To ensure that information is correct regarding the number of members who have been negatively affected in this regard, all members are requested to submit their initials and surnames, ID numbers, mobile numbers as well as an e-mail address to the Chairperson of the PSA Branch, Mrs Daseree Muller or one of the other members of the Branch. The complete list of names should reach the Office by no later than **7 April 2021**.

Members will be informed of developments.

GENERAL MANAGER