

FOR PSA MEMBERS: CAPE NATURE

12-05-2021

## Outcome: Conciliation board meeting - Withdrawal of wage agreement 2021 on long service-recognition by unilateral reduction of members' vacation leave accrual after ten years of service from 30 days to 24 days

Members will recall that in the previous Informus (dated 14 April 2021), it was reported that the employer's conduct in the reduction of leave from 30 to 24 days per annum does not only address the issue of leave, but also long-service in paragraph 5.1.1. of the wage agreement that was concluded in 2012. The PSA produced a copy of this agreement, informing the Commissioner that the employer neither indicated that it was withdrawing from this resolution, nor was any consultative process followed in this regard.

A dispute regarding the interpretation and implementation of the wage agreement was lodged and the date for conciliation was set for 6 May 2021. The employer did not have a mandate to settle the matter and the Commissioner issued a certificate of non-resolution.

The PSA has now referred the matter for arbitration and the date of set down is awaited. Members will be informed of developments.

GENERAL MANAGER