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FOR PSA MEMBERS: **BORDER MANAGEMENT AUTHORITY (BMA)**

19-07-2024

Mandate request: Signing of Levy and Agency Shop draft agreements

Members will recall that the PSA endeavours to conclude a Levy and Agency Fee agreement at the BMA. Members are aware that they contributed a levy at both the GPSSBC and PSCBC to finance the operations of the Councils. Furthermore, the PSA wishes to conclude an Agency Shop agreement wherein employees who are not unionised could make such a contribution in terms of section 25 of the *Labour Relations Act*. The Agency Fee agreement aims to cure the situation of free riders, wherein non-unionised members benefit from the services of the majority union without being members of that union. The agency fee will be allocated to recognised trade unions at the BMA. Since the BMA transitioned from the Public Service to a schedule 3(A) entity, it was expected that a bargaining forum be formed to deal with issues of mutual interest. The PSA further intends to conclude a Levy agreement that will manage the finances for the running of the bargaining forum. Parties proposed that employees should contribute R8 each as a levy fee to cover the financial running of the bargaining forum. The BMA, as employer, would also contribute to the levy-fee account.

The two agreements would assist the PSA to participate in the collective bargaining process to advance the interests of members. The draft agreements must be finalised so that the bargaining forum can start its processes such as salary negotiations for the 2025-financial year.

Members are therefore required to give the PSA a **mandate** to sign the *attached* draft Levy and Agency Shop agreements by sending their comments and/or mandate to PSA Chairperson, Kabelo Motlhabane, at kabzmotlhabane@gmail.com and/or Velucia Maluleke at velucia.maluleke@psa.co.za **by 24 July 2024**.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact a PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER