

SOUTH AFRICAN PARASTATAL TRADE UNION



18 JUNE 2008

THE CHIEF OPERATIONS OFFICER: MR JERRY MAKAKOANE

NOTICE TO ALL LEGAL AID BOARD EMPLOYEES

(In the interests of all LAB employees , please print and post on the Justice Centre Noticeboards)

RE: ILLEGAL GO-SLOW ACTION AND ALLEGED ORCHESTRATED STAY AWAY ACTION

It has come to the attention of the Union that certain LAB employees, few and many, are facing an economic crisis and the following applies:

- a) Some among us arrived late for work as they had no taxi fare or petrol money due to rocketing fuel prices and they now walk to work,
- b) Others arrived late for work as some had to go to the local municipality to re-instate their water or electricity supply as they are in arrears,
- c) Others arrived late for work as some had to go to their children's schools, as the school terms near their end, and they cannot pay the school fees,
- d) Others fell ill and they tried home remedies as they cannot afford doctors or medical aid, as they do not have GEMS or affordable medical aid.
- e) Others fell ill and stayed home as the Labour Relations Act (Act 66 of 1995), read with the Basic Conditions of Employment, as well as the LAB Human Resource policy provides for with sick leave.
- f) Others who are frustrated with the delay in the OSD implementation, the slow Adjustment of Administrative salaries and the resignation of the 4th HRE

in four years, informed the union about "go slow" action in solidarity with LAB employees who fall in categories (a) to (d) above.

g)Others have also informed the Union about intended acts of damage to LAB property, burning of LAB T-shirts and negative public branding of the LAB brand name, as they are frustrated as they earn very low salaries and they cannot survive and the LAB will not change its bad labour relations.

The Union requested an urgent meeting with LAB Executives by forwarding an urgent request to the Labour Relations Executive , Mr T. Choane on 10 June 2008.This request was refused as Executives' diaries were too full and they could not accommodate the concerns which SAPTU wished to raise with them.The LAB employees informed the Union that because LAB employees are the lowest paid staff in the Justice Cluster, besides their LAB managers, the economic crisis is not orchestrated, but rather manifested at the LAB first in the Justice Cluster.

LAB Employees were then left to their own devices as they struggle against economic forces, which retard their ability to be productive and required work ethic.

Please be advised that SAPTU has been approached by LAB employees, (referred to in categories (a) to (F) above), to represent them should the LAB envisage instituting any disciplinary action .The letter to LAB Employees dated 17 June 2008, issued by the COO refers.

In view of these developments, SAPTU EXCO will meet with LAB EXCO on 19 June 2008, to resolve the grievances and find ways to address the salary crisis.SAPTU will consider action in terms of the Labour Relations Act 66 of 1995, as referred to in the media.SAPTU members have given the UNION the mandate to embark on legal industrial action should the salary crisis not be resolved and to demand a cost of living increase of 15 %.

If you fall into one of the categories (a-f above), and you are not affiliated to a union please contact SAPTU at info@saptu.co.za. Please be advised that SAPTU advises the LAB Employees and Ad Infinitum on "go slow", to return to work and to align themselves to SAPTU.

All SAPTU spokespersons are to contact the Union urgently and directly on 0782559237 or 0832608548 or (012) 8071488.

Please do not contact SAPTU if you fall into category (G) above.

SAPTU EXCO MEMBERS

LEGAL AID BOARD

LEGAL AID BOARD



17 June 2008

NOTICE TO ALL LEGAL AID BOARD EMPLOYEES

RE : ILLEGAL GO-SLOW ACTION AND ORCHESTRATED STAY AWAY ACTION

It has come to the attention of Management that certain LAB employees have or are in the process of engaging in orchestrated "go slow" action aimed at retarding work, productivity and services to LAB work and its clients. In addition, it seems that a pattern is emerging whereby certain employees may have or could be in the process of abusing their sick leave in order to participate in an orchestrated stay away action. The LAB is in terms of prescribed labour relations provisions, supposed to be notified of intention or action of industrial action in any form. There is no such notification received by LAB.

Kindly take note that:

1. Go slow action with the aim of retarding work, productivity and or services to clients constitutes an illegal (unprotected) industrial action in terms of the Labour Relations Act (Act 66 of 1995 as amended) and therefore will not be tolerated. As participation in such action is illegal and unprotected in terms of the law, employees are advised to desist from such action with immediate effect. The Legal Aid Board reserves its right to institute disciplinary proceedings against any employee who has or will participate in this unprotected action.
2. Employees who may have or could be in the process of abusing their sick leave in order to participate in an orchestrated stay away action are by virtue of their conduct in breach of the LAB Disciplinary Policy and Procedure. Such conduct will not be tolerated and management reserves the right to investigate all incidents of sick leave on a case-by-case basis in the context of the apparent pattern at certain justice centres, with a view to instituting disciplinary proceedings and to applying a no-work-no-pay principle.
3. Legal professionals should be informed that any action to the detriment of the client is considered both unethical and unprofessional. Management reserves its right to report such incidents to the relevant professional body for further action.
4. The Labour Relations Act (Act 66 of 1995 as amended), stipulates procedures which must be followed in order to resolve disputes. Similarly, the LAB Policies and Procedures also provide for a process aimed at resolving group grievances. LAB employees are informed to comply with the Labour Relations Act (Act 66 of 1995 as amended) and the LAB internal policies and procedures to resolve any disputes or grievances which may be underlying the illegal industrial action referred to in paragraphs 1 and 2 above.

Management is aware that not all LAB staff have been or intend participating in the aforementioned illegal industrial action. To this end it should be noted that the commitment and work ethic of the majority of LAB employees is acknowledged.

Jerry Makokoane

CHIEF OPERATIONS OFFICER

LEGAL AID BOARD

Saptu Head Office

From: Tebogo Choane [TebogoC@legal-aid.co.za]
Sent: 17 June 2008 05:26 PM
To: Andre Paries
Cc: Saptu Head Office; Amanda Clark; Jerry Makokoane
Subject: Apparent pattern of sick leave usage & Go-Slows in the LAB

Dear Andre,

It has come to our attention that certain employees in the LAB could be engaging in orchestrated absence from work. Others have reportedly embarked on unprotected Go-slows.

To this end, we wish to find out if;

1. SAPTU is aware of any of its members partaking in such action and ;
2. What is SAPTU's position is with regard to the matter.

Your response will be highly appreciated.

Regards,
 Tebogo Choane
 Labour Relations Manager
 Tel: (011) 877 2093
 Fax: (011) 877 2222

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