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OFFICE OF THE GENERAL SECRETARY

MINUTES OF THE HYBRID NATIONAL EXECUTIVE COMMITTEE (HYBRID)

HELD ON THE 05 - 06 DECEMBER 2024

Day 1 - 5 December 2024

1. Opening and welcoming

Delegates greeted and sang the National Anthem.

Deputy President opened and welcomed the NEC.

National Anthem was sung by delegates.

2. Attendance register and apologies:

Apologies from Gqeberha chairperson who could not be physical due to the pilots' strike. He, however, joined online.

2. The Deputy President submitted an apology that he will be unavailable for day

3. Credentials and quorum confirmation.

GS confirmed quorum. Of the 15 regions representing the CSA, we have 13 in attendance. Gqeberha and Tswane will be joining in later.

It was important to note that delegates in attendance were not all chairpersons of regions due to mass resignations. Everyone in attendance were however, delegated to attend.

Below are the regional offices in attendance

Head Office – Nonhlanhla Hlatshwayo - Treasurer

Limpopo – Tshifhiwa Negota – Deputy Chair

East London – Zanempilo Booie – Deputy Chair

Vaal – Jabulile Khumalo - Chair

Johannesburg – Joy Mhlongo - Chair

Ekurhuleni (EK) – Nonhlanhla Nkosi - Chair

Tshwane (TSH) – Danielle Scheepers – Deputy Chair

Western Cape (WC) – Khumbulani Mangwana - Chair

Mpumalanga (MP) – Ashworth Nkhahle - Chair

Durban (DBN) – Sabelo Ngqulunga – Deputy Chair

Pietermaritzburg (PMB) – Samke Majola – Deputy Chair

North West (NW)– Tshepo Kgwasi – Deputy Chair

Northern Cape (NC)-Amogelang Bacwadi - Chair

Free State (FS) – Charlotte Mokuena - Chair

4. Adoption of the agenda:

EK chair – Noted the email about the administrator's grievance and proposes to add it on the agenda

The President seconded the submission from EK. He further suggested that it be added on day two of the NEC

FS seconded

The WC moved for the adoption of the agenda; seconded by Vaal.

5. Presidential address:

The President delivered his opening address and there were no discussions around it.

6. Minutes of the NEC in May 2024

5 mins were given to the delegates to go through the minutes. Corrections were made where necessary.

A moment of silence was observed for the comrades we lost this past year.

GS addressing delegates about the loss of comrade Jeanette Molefe from the JHB region

7. Matters arising:

LP (NT) – 2 matters arising needing clarity, whether the negotiation task team and constitutional committee was formed.

Pres – It would be put together as and when its needed. Regions are welcome to raise when issues arise through the office of GS. We need relevance so we should fix what's not broken.

LP (NT) – Disagreed and viewpoint is that our constitution was in a crisis. The Treasurers position was a problem due to the constitution. We were new and not supposed to stand there. These structures are important and cannot be left to the GS as he has a lot on his plate.

NOB (GP) – Since it was the resolution of the NEC, regions should also submit constitutional amendments. Have any been submitted? He also encouraged regions to submit them so that we can see if something needs to be done.

GS – Regarding the negotiation task team, regions believe they have better people to negotiate, in that case they must be available for election to serve the CSA in its entirety. However, we have met with MNT and proposed that we must review our current recognition agreement. Negotiation meetings are limited to the attendance of the NOB as per recognition agreement.

Pres - last NEC minutes says that we need to make a task team as an item of the agenda. We'll add it to day 2.

FS (CM) – EK raised issues in the last NEC that regions deal with issues differently; that there is no consistency in the CCMA's disciplinary processes.

Pres – There are distinguishing features between different regional CMOs therefore, we can't paintbrush all disciplinary proceedings the same. However, where issues are very similar and inconsistencies arise, we must challenge it.

NOB (GP) – The grievance form has a report that must be submitted to office of the GS, so that we can identify the inconsistencies.

EL (ZB) – Happy to hear about document to collect outcomes. Some regions have inconsistencies, i.e. data integrity.

FS (CM) – Requested that document to be shared with all NEC delegates.

NW (TK) – CMO's need to attend refresher courses. NOBs to assist in CMOs in being trained.

MP (AN) –NOBs to please reach out to regions regarding inconsistencies on the application of discipline.

EK (NN) – Expressed concern when reading regional reports. The number of warnings issued is worrying. We must create a relationship with management.

NC (AB) – Submitted that we have recourse to refer disputes where there are inconsistencies.

LP (NT) – Raised a point of order that members are raising frustrations, and these are not matters arising.

NOB (GP) – The issues have been noted as NOBs. GS has started having meetings with SCMOs, we should continue so that we can deal with these issues.

DGS – Reminded the NEC that the purpose of the regional report is to report on the concerns as well. The item can be ventilated best on the regional report agenda item.

Pres – Closing the item discussed suggested that meetings be held. Don't wait for disciplinary processes to unfold. Comply with agreements. Be proactive.

EL Parking Issue – Still ongoing and not yet resolved.

Pres - Please lodge a grievance to get it resolved.

Pres – pg. 15 of minutes – hostility with management – update

Members do not want to take part in wellness issues.

Members are required to spend on wellness initiatives, but CCMA doesn't. Can't wellness have a budget to assist employees.

EK (NN) – Wellness is important, but how it's done is not supported. My region is angrier at the union than employer who is not paying them. Let's encourage members not to participate in employers' wellness programmes. Rather do our own.

NOB (GP) – we have vitality some use, some don't. This is money wasted and not benefiting all members. If it must go to wellness, then give it to wellness initiatives.

Pres – Proposes closure on this item. Our time is limited.

TSW (DS) –There are 2 items under treasurer's report where we are due feedback on.

Treasurer – Will give feedback during report.

NW moves for adoption of the minutes and seconded by LP.

LUNCH

8. Treasurer's Report:

Ode to Robert Sobukwe turned 100 today.

Financial report flighted

The Treasurer addressed the question on the adoption of a financial policy. He will work on the one that we do have. Will have a draft by mid to end Jan and will be circulated for comment / inputs.

LP (NT) – Our only source of income are subscriptions. What prevents us from fundraising? Why can't we have a fundraiser committee?

LP (NT) - What are we insuring? The fees are high.

TSW (DS) – In the last NEC meeting, it was resolved that the financial policy be drafted. Why has it not been drafted?

TSW (DS) – Requested elaboration on travel and telephone expenses.

WC (KM) – Are we moving forward in terms of our finances? Can't we find sponsorship from Discovery with our money there. Our provident fund is with discovery.

Treasurer's feedback to questions.

Nothing is preventing us from fundraising. However, there are other implications such as tax implications. On our side this might not be such a good thing. Need to check in tax implications, if it's a donation etc.

Policy issue – when elected to the role, strategy was to study current systems and begin making changes where necessary. Some changes have already been proposed.

Travel expenses – They are not in the strict sense of travel. Other expenses have been recorded in this. One of the reasons is that a claim will be for travelling however there are other ad hoc expenses such as meal voucher and toll gate fees. There was a lot of travelling in the wake of resignations in regional visits. 50% is not a true reflection of travelling.

Telephone – Since we have entered a contract, we are bound by the contract for now.

There is improvement although slight however there is potential for further improvement. No more immediate payments to assist in bank charges.

Pres – These expenses incurred whilst most activities were virtual. The CSA is a voluntary structure. Members think there is a payment when you are a leader, when that is not the case. What we claim is what we have spent on from our own pockets when advancing the interests of the organization.

NC (AB) – The report should have been sent to NEC beforehand to have questions handy.

EK (NN) – It's always difficult dealing with the treasury's report. It's always one liner. All we ask is some kind of breakdown, so that we can find ways to bring down. Stop buying devices, give cellphone allowance instead. It's always going to be controversial in every NEC. Let's continue to encourage online processes.

Treas - The reporting standard is the same as all others. Nowhere will you find a report different to this report. Checks and balances come in when audited. When audited we give supporting documents. If there are questions, we must provide answers.

We pay directly to service providers, to save costs. Phone allowance will have challenges on its own. Providing bank statements may open a can of worms. It's

confidential, it cannot be flighted on teams etc. No institution that is audited provides bank statements as part of the financial report.

NEC asked to come forth where they may have a better accounting standard than what treasurer has.

NOB (GP) – The policy will address most things discussed under this item. It will advise ways forward.

LP (NT) – Next time when you sit NEC/congress let's hear an item we have saved so much. Clarify spreadsheet on what agency subscriptions have been spent on.

Pres – Request the TR to rather provide a narrative report. This will address how we got to the figures reported on. This may assist when reporting back to members.

GQ – Is it possible to get monthly reports?

NOB (GP) – Maybe in the report we can deal with high-cost items. I know we are going to reduce costs.

Treas – Above submissions have been noted. We discussed all this as NOBs. We have proposed certain measures already. Agency fee is a separate account. We use it for negotiations, travelling etc. The narrative report giving context to the numbers will be explored for the next NEC. The issue of monthly reports will be a lot of work. I can't commit to that due to other commitments. There are areas of savings e.g. printers. There are reasons for fluctuating figures.

LP (NT) – We appreciate seeing an item on report like an investment.

EK (NN) – How has the resignations affected our budget.

Treas – There was a fluctuation in the agency account, CCMA needs to be consulted as to why there was a fluctuation. All R150s come to CSA, although different accounts. There should be a better picture painted on the impact of the resignation of our finances in the next NEC.

LP moved for the adoption of the report and seconded by S

DAY 1 CLOSED (closure moved by DBN and seconded by Pres)

Day 2

NOB Lebohang Mdi introduced, welcome and opened 2nd day. Explained procedure of day 2.

DGS – recap of day 1. An apology from Danielle was submitted that she will be joining later today.

Recap as follows:

Regions to submissions on constitutional amendments to the office of GS, where a committee will be formed to address the submissions.

The negotiating committee item will be discussed on the negotiation agenda item.

A disciplinary report is to be kept to keep tab on the application of discipline and its consistency thereof.

Treasurers report. – Most comments arose from high amounts on report. Suggestions were noted and it was resolved that the next NEC will have some changes. Policy implementation was given the green light, and the report was adopted.

9. General Secretariat Report

Welcomed everyone to day 2 of the NEC. GS reminded delegates to check that the registers are signed. Online attendees have been noted. Acknowledgement to NOB Kirsty for taking the minutes. He reminded the NEC that there are no additional members. The tasks are shared. Thanked everyone for volunteering their time to the union.

GS gave his report (attached with minutes).

Discussing GS report:

LP (NT) – Applauded the report, however regarding the reduction of membership status he expected to hear what the strategy was from the office of the GS. Since some members resigned on the deceit of certain leaders, what is the strategy to gain those members' trust back. Section 8.1 of constitution says one month's termination notice must be given by a member. Did they serve that notice? Regarding the 12-day interpreters, what informs the CCMA to hire them when we need permanent interpreters? Website, we have colleagues working in IT, why can't we request comrades to assist in maintaining website to cut costs. Funerals contributions – how do we know that the money is indeed for the funeral. Was a resolution taken to pay such contributions and who benefits from this? Members requested clarity.

WC (KM) – Interpreter issue at the LC is a burning issue in WC and thank you for clarifying its status. There's been a misunderstanding of the demonstration, members were being misled.

Vaal (JK) – What have the NOBs done to mitigate the resignations? We need more information on the regional visits. No updates have been provided on the DC enquiry.

GS response

What we are doing with the resignations and what caused them was addressed in the report. The dragging of wage negotiations was the main cause. Some regions were not happy.

The 12-day interpreter role was a sad reality given the efforts of the CSA to have all interpreters be full-time. Some interpreters now want the part-time contract given the freedoms attached to such a contract and the CCMA budget also being a factor.

Funeral contributions - Claim forms process will be introduced from now on and the office of the GS will work with the Treasurer to place measures that will safeguard the union from paying frivolous claims. What constitutes an immediate family is a child, spouse, grandparents and parents.

The issue of the performance bonus scores could have been resolved when the office of the GS sent communication to regions to enquire on the number of members affected by the 3.01 qualifying criteria. No region responded. The employer submitted that the number is roughly 8/9.

LP (NT) – Follow up regarding the website suggestion to have CSA members assist with it.

LP (NT) – commented on the multi-year agreement breakdown and further submitted that the 12-day interpreter conversion has an impact on our subscription fees.

Vaal (JK) - duties of interpreter differ from offices therefore there interpreters need recognition.

Pres moved for adoption of report – seconded by NC

10. Regional Reports:

FS (CM) – Collapsing of level B to level A. There needs to be a standard set on how one qualifies, and this should not affect the field the commissioner wishes to specialize in.

GS – We will table it at the MNT meetings.

FS (CM) – Number of disciplinary hearings in our region is high. There are issues of victimization and we receive calls at 2am. Assistance is needed to deal with the SCMO in Welkom.

LP (NT) – Please circulate the grievance form.

NC (AB) – What was the rationale to have different levels of commissioners?

Pres response – The basis for decategorizing was because level A and B commissioners did the same work. The LRA does not speak to level A or B, but that of a commissioner and a senior commissioner.

Vaal (JK)–Suggested that when new officials have been elected, the NOB must provide support by induct the newly elected REC members, so they know what is expected of them.

GS – Noted the concerns. We'll make time to assist with inductions.

The NOB team will intervene in the Welkom issue regarding the SCMO.

11. CSA Administrator

A grievance was submitted by the CSA administrator to the regional chairpersons against the GS.

LP (NT) and NC (AB) – submitted that it should not be dealt with in this sitting because administrator was not present.

DGS – Differed with the approach and suggested the grievance be read first by the NEC and then decide on the approach to deal with it.

Pres – Submitted that it could not be part of the agenda because in fact the NOB found out by accident. The grievance was not addressed to the NOB.

NC (AB) – Submitted that ordinarily GS should be provided with an opportunity to respond to the allegations and then we discuss it.

Treas – Maybe we should ask if in fact a grievance has been lodged. It was sent to others and not to NOBs. The administrator should be advised to lodge it properly.

FS (CM) – Submitted that how it was lodged shouldn't be of concern now. We may need to advise of the process should she need to lodge one in future, however now we are aware of it, we should deal with it.

EK (NN) – Agree with FS. Yes, she did not follow procedure, she sent it to chairpersons. Some independent body must deal with it. We need to hear both sides.

TSW (DS) – It shows there's serious issues. Form a task team to deal with this grievance.

GQ – Seconded previous speakers' suggestion, then the chairperson report/outcome to be circulated.

Treas – Support independent body

Pres – Lets agree on the component of the team who will investigate. Suggested 2 NOB 2 NEC delegates.

NW (TK) – In closing, guidelines to deal with grievances must be formed.

NOB GP – we need to respond to administrator and confirm receipt.

LP moved for closure on the item. DBN seconded.

12. Reflections on Negotiations

Pres - There's not a lot to say, we are all aware how far we are.

FS (CM) – Acknowledged the NOBs on job well done. Don't give much credit but there's always negativity. Amend the collective agreement to allow members to become part of negotiation team.

DGS – Should the NEC agree to a negotiating committee; the treasurer must form part of that committee.

WC (KM) –. Moved for the substantive agreement to be 2 years.

LP (NT) – multiyear agreement vs old demands. How are we going to incorporate the previous wage demands into the multi-year agreement?

NC (AB) – What are the criteria to select the persons. Let the NOBs do their thing.

LP (NT) – This task team issue has been long overdue. We need comrades to negotiate for us.

GS – Not opposing task team but there's a leadership challenge that needs fixing. Leadership starts in regions. Members don't want to stand but only want to know about money. Why don't we have teams for other items e.g. disciplinary committee. We can't choose our struggles and outsource others.

Vaal (JK) – seconded NC (AB) and GS. NOBs should remain as they are, if they fail the constitution allows for their removal, if necessary.

FS (CM) – Appointing a task team does not mean NOBs are unable to do the job.

WC (KM) – It's not that we don't have confidence in NOBs. It's just an idea from regions. We can assist.

MP (AN) – We voted in our leaders, bringing in foreign people will beat us. They want to get in when they suit them. Regional leaders carry the brunt too. Let's maintain the culture.

GS – word of caution, these voices start in the regions. Where are the negotiators when it's time to stand up. Those that want to assist in regions, raise your hand.

NC (AB) – If we had to choose members from NEC, we maybe might see a change.

Pres – 2 motions on the table 1. Keep it as it is. Those to assist in background come talk. 2. Task team

Treas – option 1 (jostle for positions and unnecessary complications)

Pres – regional leaders go back and talk to those that are willing to assist with negotiations.

DBN (SN) – We suggested a task team. Those equipped ran away. Leave it as it is.

Vaal (JK) – leave it as it is.

WC (KM) – leave it as it is

NC (AB) – leave it as it is

MP (AN) – leave it as it is

DGS – regions online are quiet, but they wanted the task team

LP (NT) – submarined

FS (CM) – remains motion 2

Pres – we need to be orderly call for a vote.

Motion 1 –16 votes

Motion 2 – 5 votes

Abstain – 1 vote

It was agreed that the NEC has exhausted the issue of a negotiating committee. There will be no need for such a committee and where there are comrades to assist, they may approach the NOBs.

The suggestion was that we take our 2024 demands as they are and table them.

LP (NT) – Suggested in addition to the demands, we add a multi-year agreement, bonuses in birthday months that are not performance based. Additionally, the employer contributes 50% to Momentum provident fund.

GS – Let's not go for an unfavorable long term. 2 years possibly however 3 years may be dangerous.

Vaal (JK) – Add 13th cheque as a bonus.

GS – we need to be realistic we can't acknowledge things are bad but have high expectations.

FS (CM) – Proposes family responsibility leave be increased from 3 days to 5 days.

Resolution – Take current list taken to MNT Tuesday.

LP proposed closure, seconded by DBN.

13. Resignations

GS – The resignations is a serious issue, and we must reflect on the cause of this. We should appreciate the sensitivity of the members we serve. One example of such sensitivity is that a member was aggrieved by not receiving a birthday wish.

LP (NT) – Members were also aggrieved about the NOBs conduct at the National virtual meeting. NOBs laughed at us and muted our mics. Members took offence. Furthermore, the agreement we signed with the clause was questioned by members. Comrades used it against us, what kind of commissioner are you to sign that. Some sympathized with us and some didn't.

GS - Recovery plan – Go to regions, also considering not to overburden the account of the union. With a NOB in the region, it's easier.

EK (NN) – Many comrades have said they want to come back but want to see the union do better in 2025.

LP (NT) – Have the resigned members served their notice period and they need to serve a letter to office of GS. Not a petition.

Vaal (JK) – There are some that haven't resigned from CSA but have signed with NEHAWU.

GS – Resignations are resignations. We can't withhold them. Office wrote to MNT about deductions. There is a clause about dual membership.

Pres – Part of the recovery strategy is that CSA takes over wellness. Additional members of the NOB are in charge wellness in regions. Supported and seconded and adopted.

GS – Proposed closure on the item under discussion. WC seconded

The President gave a closing statement and officially closed the NEC supported by LP and EL

*****END*****

Signed at _____ Meyerton _____

A handwritten signature in blue ink, appearing to read 'Katleho Seanie', with a stylized circular flourish around the first part of the name.

Katleho Seanie (General Secretary)

Date _____ 05 May 2025 _____