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OFFICE OF THE GENERAL SECRETARY

MINUTES OF THE NATIONAL EXECUTIVE COMMITTEE

DATE: 13, 14 October, and 21 December 2022

VENUE: HYBRID (Holiday Inn) Johannesburg

Day 1

13 October 2022

1. The National Office Bearers meeting was opened by President Mandlenkosi Zwane.
2. He welcomed the Officials and outlined the house rules of the meeting as it was conducted physically and virtually.

Attendance Register and Apologies:

1. NOBs that were present: Nkosinathi Mkhwanazi (General Secretary), Matome Selapisa (Deputy General Secretary), Mandlenkosi Zwane (President), Regan Jacobs (National treasurer), Malathisi Qamngana (Additional NOB) and Cynthia Dlamini (Additional NOB).
2. In attendance was a CSA Administrator, Ms Ephenia Mochai.
3. The delegates that were present were Joy Mhlongo (Johannesburg) region, Thandile Kona (Tshwane) region, Samson Phomodi (Vaal) region, Tshepo Kgwasi (North West) region, Leslie Mokoena (Free State) region, Nontombi Chodi (Northern Cape) region, Refilwe Ndlovu (Mpumalanga) region, Lucky Mthethwa (Ekurhuleni) region, Andile Bhengu (Pietermaritzburg) region, Sabelo Ngqulunga (Durban) region, Sonwabile Makasi (Port Elizabeth) region,

Vuyisa Nqaba (Cape Town) region, Tshepo Mathe (East London) region.

Absent and Apologies: Vincent Maphosa (Limpopo chairperson), Ongeziwe Mlonyeni (East London chairperson), Boniswa Nogwaza (Durban chairperson) and Amogelang Bacwadi (Northern Cape chairperson)

Quorum: Verified and approved

Adoption of the agenda:

1. Agenda was displayed and necessary amendments were affected. Andile Bhengu moved for the adoption and Samson Phomodi seconded

Presidential Address:

See the annexure attached

Minutes of the previous NEC:

2. The minutes were displayed for the delegates, necessary amendments were made. The minutes were adopted as a true reflection of what has transpired. Key issues corrected. Cynthia Dlamini moved for the adoption of the minutes and Malathisi Qamngana seconded.

Matters arising:

3. Issues raised were as follows:
Tshwane region raised the concern that the union must not negotiate on the employer's time frames since such might make the union to lose respect.

Vaal wanted to know about the costs of the certificates that would be incurred by the union and the feedback from the DEL processes.

Mpumalanga registered its concern that when the region is represented by its chairperson there is a lack of detailed information sharing.

The negotiations on performance-based incentive bonus 2022-2023

Resolution:

4. It was resolved that CSA should negotiate for:
8% - 5
9% - 4
10% -3

And fallback position was as follows:

6.4% - 5

7.5% - 4

8.5% - 3

Such moved by Tshwane and seconded by Vaal.

DAY 2

14 October 2022

The General Secretariat report:

5. In his report he touched on the following:

- **Vacancies in the NOBs structure:** which was about Vusi Lawu, the former Deputy President, Darren Colby, an additional member and Regan Jacobs, the Treasurer.
- Status of CSA union.
- Highlighted the enough the importance of conducting ourselves in accordance with the job we have taken with the employer, for comrades it is never easy to defend the undefendable.
- The close relationship and open communication between regional and national leadership.
- Compliance of the CSA with legal requirements: the union needs to file the Audited financial statements from 2018, 2019 and 2020 as well as its membership and leadership status. The office of the General Secretary is working closely with the department of Employment and Labour to ensure compliance.

Questions - answer and contribution session

North West was provided on the status regarding the interpreter's case and clarification on why some of the members worn the CSA branded t-shirts on a Monday when one of the members resumed her employment.

Tshwane registered the concern that there was a bad taste on the usage of the Gala dinner for the 25th CSA celebration. Furthermore, there was a plea to train and capacitate all regional secretaries for them to understand what was expected from them.

Free State received clarification on why the union has not taken or implemented the past resolution to expand the scope of the union beyond the CCMA.

Vaal appreciated all the leaders who have stepped up and defended members on the disciplinary hearings in various regions. It submitted that the regions that are refusing CSA members to hold their meetings the issue must be attended to. Additionally, there was a plea that CSA must conduct a campaign to push the CCMA to take the firm stunt on the Steven Booysen for his role in abusing the CSA members. The latter was also echoed by the Free State region.

Mpumalanga informed the gathering that members were being victimised in regions by managers who were acting in an unbecoming manner and there was a feeling that members are being prevented to grow within the organisation and the issue of transfers was still a thorny one for those employees who are non-commissioners.

eGqeberha concurred with Mpumalanga and added that there was also an issue of overlooking the internal staff when there are vacancies in regions which requires the leadership attention.

Ekurhuleni and Vaal supported each other on the issue that the comrades that do take up acting positions must lose their leadership within the union.

See the annexure

North West moved for the adoption of the GS report and Vaal seconded. The report was adopted by the NEC.

The Treasurer's Report:

Question – answer and contributions session

The Treasurer gave a clarity to question raised by **Free State** and **Mpumalanga** that the budget for the certificates of the office bearers and the CSA branded bags was included in the promotional items and stationery as reflected in the report.

Vaal received a response that the audited financial reports can only be available for regional members' consumption after the completion of the auditing process. Additionally, the legal figures were not yet confirmed regarding the Call Centre's dispute since there has been not much progress with the current legal firm.

6. After the Treasurer's report was discussed, Durban moved for adoption and Ekurhuleni seconded.

See annexure

7. **Movements within the NOBs structure**, some regions were of the view that once a union leader accepts and or takes a management acting position such a comrade must relinquish his or her union position, some suggested that the NEC must consult the constitution. There were other regions such as **Pietermaritzburg** who registered the concern on the practice by the CCMA management in approaching the CSA leaders for acting positions. **Vaal** together with other regions reminded the sitting that the practise of taking the acting positions confirms the perceptions from the general members that leaders of the union are utilizing the CSA as a ladder for their personal career aspirations. After deliberations, it was resolved to defer the issue and to adjourn the sitting without a decision being made and to proceed to focus on the upcoming 25th years of the CSA celebrations. And it was agreed that the NEC meeting will be concluded in the next session that was to be called.

DAY 3

21 December 2022 the NEC meeting resumed

NOBs that were present: Nkosinathi Mkhwanazi (General Secretary), Matome Selapisa (Deputy General Secretary), Mandlenkosi Zwane (President), Regan

Jacobs (National treasurer) and Malathisi Qamngana (Additional NOB) **Absent and Apologies:** Cynthia Dlamini (Acting Deputy President). The delegates that were present from regions Phathutshedzo Mulandana (Head Office) region, Joy Mhlongo (Johannesburg) region, Thandile Kona (Tshwane) region, Samson Phomodi (Vaal) region, Tshepo Kgwasi (North West) region, Leslie Mokoena (Free State) region, Amogelang Bawadi (Northern Cape) region, Refilwe Ndlovu (Mpumalanga) region, Lucky Mthethwa (Ekurhuleni) region, Andile Bhengu (Pietermaritzburg) region, Boniswa Nogwaza (Durban) region, Sonwabile Makasi (Port Elizabeth) region, Thiyeka Meleni (Cape Town) region, Ongeziwe Mlonyeni (East London) region, Vincent Maphosa (Limpopo).

Quorum: verified and approved

8. **Free State** suggested that all agenda items be allocated time frame for discussion, and such was agreed upon. **GS** made a suggestion to rearrange the agenda and to make amendments. Vaal proposed that CSA has to have a say on the CCMA policies that affects the union members. After the necessary amendments were affected, **Free State** moved for the adoption of the agenda which was seconded by **Ekurhuleni**.

9. 2023-2024 Negotiations

The **GS** reported that there were some regions that were yet to submit their mandates. **Vaal** registered the concern on those regions that had failed to comply with the last communication from the office of the GS. It was agreed that outstanding regions must be afforded an opportunity to submit their respective consolidated mandates not later than 10 January 2023.

10. Unilateral CSA/MNT forum cancellation meetings

It was reported that the matter has been resolved and the CSA NOBs engaged the office of the Director and the ER to respect the provisions of the Recognition Agreement.

11. CCMA Policy review committees

Vaal informed the gathering that there are managers in regions who are forcing the members to take annual leaves which is now something that is codified in the HR policy of the CCMA. This was confirmed by **Northern Cape**.

The **Treasurer** attempted to give the clarity on how leave balance works and when does it become a liability of the side of the CCMA. He proposed that employees can book their leaves on the system but to only take the actual leave at the later stage in order to circumvent the forfeiture. At end it was agreed that the policy in this regard must be investigated for possible review.

The NEC was given the report that the CSA now does form part of the committees that are making serious decisions for the members such as National Management Committee which we are represented by the GS and the President, Policy Review Committee which we are represented by the DGS. East London requested that the issue of the Bursary committee wherein when a student fails a module the CCMA does not want to fund the student. And the proposal was that, if it happens that there is a module wherein a student did not succeed. The CCMA must still continue to fund the rest of the other modules but indicate to the student that the failed module becomes his or her responsibility.

The **President**, after the request. He made an undertaking to check the confidentiality clause in sharing the charter on the committees that the CSA is part of.

Furthermore, there was issue raised by Cape Town about provident fund scheme and the Treasurer requested that such a query be forwarded to him through a written communique. And there was an undertaking from the GS to engage with the broker ASI to explore the possibility of them to come to provide clarity on issues surrounding the momentum.

12. Movements within the NOBs

The issue of the vacancies within the NOBs were discussed by the delegates at length. There was a suggestion to push for the NOB structure that is not only comprised by the commissioners and much dominated by men only. Free State suggested that the union must look at codifying the things that we view to be important in the CSA. It was agreed that the GS must pen a letter to comrade

Darren Colby regarding his acting/absence and he must have 14 days to respond. It was agreed that the rest of the current structure of the NOBs must continue as they are and, in the meantime, work must be done to empower and encourage female comrades to take up leadership positions in regions.

13. CSA representation Policy

The draft copy of the representation form was presented and discussed for implementation. Vaal requested that before the NEC can confirm it as a policy, such be forwarded to all regions for interrogation and contributions. Moreover, there was a submission made that if the CSA member chooses to elect his or her own legal representative union must be recused.

The President made a promise to share the consultation form with the delegates wherein a CSA official must get the member to sign in after the process to keep as a record and proof

14. Subscriptions

It was discussed that the current R100.00 per month subscriptions have been fixed since the year 2012 and with all other expenses of running the union rising. The view was expressed that the leaders were cognisant of the tight economic environment that our members find themselves in, but it was rather necessary that the union increase the monthly subscriptions to an amount of R150.00 per month in line with the 2017 resolution.

It was resolved that as of 01 April 2023 the subscriptions increase will be implemented.

15. Year end meeting with the Administrator

The NEC was briefed for noting on the meeting that took place between the GS and the Administrator on 20 December 2022.

The President made a closing remark and declared the NEC of the 21 December 2022.

Aluta continua, Victoria acerta!!!!



Nkosinathi Mkhwanazi
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