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## OFFICE OF THE GENERAL SECRETARY

05 -06 December 2024

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### THE GENERAL SECRETARY REPORT FOR 2024 NATIONAL EXECUTIVE

COMMITTEE 05 -06 December 2024

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## INTRODUCTION

This is the National Executive Committee meeting that takes place under unusual circumstances for this union and first of its kind under the current leadership. This does not mean that we are not alive that in the past the CSA was once hit by the same if not a similar upheaval. With that in mind, we remain optimistic that we will weather the storm and have good chances to come out on the other side more resolute, single minded in principle and values that will continue to unite the membership of our movement.

If anyone had said to me back in May 2024 when we met at the NEC that the CSA was about to experience and witness exodus of its membership, I would have perhaps thought that such individual was in a state of deranged and in need of an urgent professional assistance.

Before I proceed any further, I would like to extend my sincere gratitude and appreciation to the rest of the team of NOBs that I am currently serving with, the regional executive committee members and the general membership of the CSA for holding on and not taken a decision to quit during the time when it was clear that we were in for the most interesting and challenging times that will shape the future and the history of our union forever. The remaining RECs and general membership have stood with us even when the employer unleashed its swords against us and was going for the absolute assassination for the union leaders.

Special gratitude goes to all regions executive committee members in different regions that have remained in their respective positions of leadership even when it was clear that those campaigning against the union was making serious strides and even won some of the members to resign without any valid reasons. I do know that this was and is not an easy task to execute as a leader more so if your own peers and colleagues are calling for you to follow suit. Those of us who are at the helm of this organisation are fully cognisant of the frustrations brought about the recent signed wage settlement, the National General Meeting held virtual and the disciplinary process against 19 members from our Johannesburg region, chairperson of the Head Office and 3 NOBs. I will expand on these matters later in my report.

Having said that, since we all know that we are a union that is organising in an institution that is a state funded one, that means beside the internal struggles that we need to fight with the employer, there are also external forces that impacts us and the CCMA. When we met on 29 and 30 May 2024, I somehow had an idea that our country was set to take a different direction but, I did not anticipate the scale or extent of which it happened. I did not think that soon our country was set for almost a 360 degree turn or a complete change politically and type of government which have a direct impact on the National Treasury, the Department of Employment and Labour and the CCMA wherein we are organising in as a union. There are many factors that have been born with the Government of National Unit fondly known as

(GNU) such as the new minister of Employment and Labour with the insistence of signing off the budget or funds of the CCMA in the year under review. NEC delegates we seem to be in for more startles and these are external factors that we will need to navigate under since as an organisation we might not have much power to control, more so since even the Governing Body of the CCMA seems to have little if not at all no respect for the CSA, just last Friday (29 November 2024) the now outgone Deputy Minister Jomo Sibiya of the Employment and Labour delivered a key note speech during the excellence awards and Indaba wherein he informed those gathered there that he had scheduled a meeting that was set to take place during this week wherein among others he was to discuss the ways of funding the CCMA under the current budget cuts. Now, that is no longer a matter of fact since the President decided to reshuffle his cabinet and appointed Phumzile Mgcina.

Even during these trying times, we the CSA must remain and pay allegiance to our strategy that was collectively established during our first term continues in that our cardinal pillars which we set ourselves to achieve and to operate under being: Discipline, Union stability and confidence, Union visibility, Consistency, Accountability, Proper service to membership, Compliance, and Job security.

### **Discipline of CSA officials, its members, and the impact it has on the stability of the union.**

In the recent past we have seen some regional leaders and CSA officials that have acted in manner that is not in accordance with our values. Some during the recent signed wage settlement agreement went around peddling all sorts of lies, labelling us as being dishonest leaders and thereby became doomsayers. Some told our members that they were not going to get the Once-Off payments as agreed between the CSA and the CCMA. Some informed our members that we as NOBs called or planned the 19 July 2024 to tame the power of the

members from going to a full-blown strike. These assertions did not and does not assist the movement to find stability, instead they cause divisions that is undesirable, loss of trust and lead to mass dissatisfaction on the part of those that we serve. Let me report to you NEC delegates, the NOBs that are currently serving to the best of my knowledge had absolutely nothing to do with us as a collective.

I in particular never instructed nor advised any regional leader or members of the Johannesburg and Head Office to plan and or to participate in that lunch demonstration. My understanding then and now, is that the CSA members in Johannesburg were reacting to the frustration that was felt by almost all of us with the conduct of the CCMA during the protracted negotiation process which was not producing any fruits. Furthermore, I still hold the panorama their actions were a sign of support to the NOBs that were in loggerheads with the CCMA. In fact, any reasonable person would see that the manufactured story of me being said to be the key figure in organising the 19 July 2024 demonstration cannot be true, for if it was. How is it that I could plan with the CCMA to demoralise our members, yet at the end of it I get to be charged, refused a transfer that was already approved to relocated to Richards Bay because of the same actions of 19 July 2024 and lastly be sanctioned with a 1-month suspension without pay. I do not think that a collaborator or planner of such an action can be rewarded with the above sanctions.

However though, in some regions we had leaders who went around and lobbied members to sign resignations from the union under the pretence of signing a petition. Some as you may have noted during national general meeting a member from one region claimed that since we took over as the leadership back in 2021, the members of the CSA never received any salary increase (ATB). That is not correct, for it was this leadership that secured the following agreements among other things: the Single Financial Year Agreement – 01 April 2023 to 31 March 2024. An Across the Board (ATB) Salary Adjustment of 4% effective from 01 April

2023, which will form part of the new annual package, and is based on the Across the Board (ATB) salary package as at 31 March 2023. Also, Single Financial Year Agreement – 01 April 2023 to 31 March 2024, an Across the Board (ATB) Salary Adjustment of 4% effective from 01 April 2023, which will form part of the new annual package, and is based on the Across the Board (ATB) salary package as at 31 March 2023. When the settlement that had ATB in them was shared, the same member refused to acknowledge his mistake and surprisingly some comrades still concurred with him. It is reckless statements like these that catches those that do not bother to stay close with the union's issues and developments find themselves believing to statements that are not true even when they are shown a proof. As I said previously that a stability in the CSA is of paramount importance at all levels and at all material times, stability starts with us leaders be it at the regional or national level.

### **Adhering to the deadlines set by the office of the GS.**

On this issue of deadlines remains with us, I am saying that with a full appreciation that a number of regions does not have a full structure of the REC committees. However though, our union still needs to work. It is my plea and hope that we leave this NEC with regions have confirmed their status on the wage demands. If we do confirm the mandates here it will help us to table, the demands to the CCMA very soon and such will give an advantage of time and space to commence the negotiations process.

### **Response to the exodus of membership of CSA.**

After learning about the exodus of our members in different regions, we took a decision to visit regions starting with those that we view and concluded to be in crisis. And from 11 to 15 November 2024, we paid visits to the regions, and it is still the same plan to continue to meet with other regions be it virtually or physically. And the purpose of these visits is clear, that we

need to dig deep to find out and understand the reasons of why members are exiting the union and what can we do better to bring them back.

## Job security

We as the CSA continues to save jobs and those that were directly affected do appreciate the work we do. Due to the human dignity and respect of privacy we do not like to publish the names or faces of those we have saved from the crocodile sharp joys. Having said, we from time to time we get disappointed when those that we fight for seem to be experiencing amnesia when we encounter other challenges. Some they even dispute that we were mandated by them when we took decisions to rescue them from losing their jobs.

## CSA national pulse through the lens of the regional reports.

Name of the region	CSA Activities in regions		Membershi p status	Disciplinary actions/ grievances	Status of the union
	Meeting(s) with management	Meeting(s) with CSA members/ RECs meetings			
1. Ekurhuleni	There has not been any meeting with management in the past few months. At the last with management in February 2024, it was resolved that meetings will happen as and when needed.	We have not held a formal general meeting this year. The region's main mode of communication is the WhatsApp group where members vote, give mandates and discuss union related issues.	In October 2024, 36 members resigned from the Union, currently there are 16 CSA members in Ekurhuleni.	6.1 In July 2024, the REC assisted a Commissioner facing progressive discipline. The Commissioner was flagged by the Regional Senior Commissioner	The CSA in the region has had a huge shift and is facing serious difficulties. Majority of our members including 3 of our RECs have resigned. Membership is extremely low and morale is at an all-time low. Some of the remaining members have indicated their desire to resign from the

				<p>(RSC) for submitting her rulings and awards outside the 10th day as per requirement.</p> <p>The RSC wanted to issue her with a written warning, however, through the REC's intervention the Commissioner received a verbal warning.</p> <p>6.2 Also in July 2024, an Interpreter approach the REC to complain about the treatment she received from her manger</p>	<p>union, should the other union joined by their colleagues perform to their expectations.</p> <p><b>General:</b></p> <p>We thank the NOBs for visting our region on 14 November 2024, to address some of the concerns from our former and current members. We hope that this intervention and others to follow will restore our members trust in the CSA.</p> <p><b>CONCLUSION</b></p> <p>In conclusion, there is a lot of work to be done. The EK REC implores on the NOBs to do their outmost to restore faith in the CSA.</p>
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				<p>(SCMO), she felt victimised by her.</p> <p>Through the REC's intervention, we called a meeting with the Interpreter, RSC and SCMO concerned.</p> <p>The meeting was a success in that the two ladies ironed out their issues and the matter was resolved.</p>	
2. Johannesburg	<p>There has been no meetings with Management as management failed to confirm calendar dates, however it was agreed that meetings will be tabled as and when necessary.</p>		<p>The composition of the members that have joined the CSA since we do know that some of our members have completed</p>	<p>The Jhb Region, has received one Grievance from two members collectively we were both members acted on a Snr Commissioner Position. Grievance is</p>	<p>This Region has been struggling with scheduling meetings for the members, however, have found that the social platforms created have been working.</p> <p><b><u>GENERAL:</u></b></p> <p>This office would like to extent their appreciation supporting the 23 charged employees throughout the process.</p>



			<p>the forms, but some are still appearing under the agency. Newly appointed are 2 Full Time Commission ers undergo, 1 CMO and 4 Fixed Contract Interpreters thus far.</p>	<p>still on-Going. 1 Commissioner was charged by the RSC for alledging relationship between the RSC and the ASC that both are related. JHB 23 employees were charged for demonstration on the 19th July 2024, charge based on the Code of Conduct in embarking on an unlawfull industrial Action. Rfe ew</p>	<p>CCMA has issued all non-Commissioner employees with Final Written Warning for the duration of 6 months. Commissioners have been issued with one Month Suspension. To the Deputy President who was representing all of us, your work is outstanding all accolades belong to you for all the jobs that were saved.</p> <p><b><u>CONCLUSION:</u></b></p> <p>Collectively JHB Region is stable, and no intention shown by our members to resign from the Union. We also would like to Recognise Nobhala Jikelele who visited our Region on the 11th November 2024 and all his intervention together with Deputy Pres. It boosted our Regional Morale. We Salute and thank you.</p>
3. Head Office	No meetings have been held with management.	The REC handover meeting was held on 31 July 2024 for	The payroll indicates that HO has	One case was referred after a member was dismissed and	The region uses MS Teams to hold meetings and has shared CSA communique with

	<p>Meetings will be held as and when required</p>	<p>a new Chairperson elect.</p> <p>REC monthly meeting held on 26 August 2024.</p> <p>REC monthly meeting held on 03 October 2024.</p> <p>REC monthly meeting scheduled for 28 October 2024 and did not constitute a forum.</p> <p>CSA HO regional urgent meeting held on 22 July 2024 for wage negotiation feedback.</p> <p>CSA HO regional urgent meeting held on 09 September 2024 for wage negotiation feedback.</p> <p>CSA HO regional meeting held on 09 September 2024.</p> <p>CSA HO regional quarterly meeting held on 17 October 2024.</p> <p>CSA NOB visited the region on 15 November 2024 to address members' concerns after the</p>	<p>106 members.</p> <p>In the third quarter, two members joined the CSA and 32 resignations</p>	<p>has been reinstated.</p> <p>One grievance was lodged and resolved.</p> <p>Final written warnings were issued to two regional members who took part in the July 2024 industrial action.</p> <p>The REC has reached out to members who approached the REC for assistance.</p>	<p>members through MS Outlook with updates.</p> <p>No CSA activities are outside the regular meetings and negotiation feedback to report.</p> <p><b><u>GENERAL:</u></b> Mandate for the next financial year.</p> <p>The regions accept the tabled mandate for the next financial year.</p> <p>The members argued that more NOBs must be added to represent the association during the wage negotiations, as the agreement does not cap the number of NOBs.</p> <p>The members want to know why the employer is not allocating funds for the cost contingency to benefit the ground staff.</p> <p>According to the members, clause 2.1.3 of the wage agreement is ambiguous. The members want to know if the Minister of Labor and Employment has provided any evidence that the Minister must approve the CCMA budget.</p> <p>Feedback on the financial status of the CSA</p>
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		finalization of the 2024 wage negotiations.		<p>Compiling the report handed over to the current Treasurer took a long time, and the reporting to regional Treasures was not completed in the allotted 60 days.</p> <p>To address financial mismanagement and cost-cutting measures, the Treasurer had a CSA financial policy drafted and presented to the NEC.</p> <p>Bank statements must be posted to regional Treasures so that members are aware of the CSA's financial situation. Members should not have to wait for the monetary policy to be finished to learn about the association's financial status.</p> <p>The region proposes holding the national meeting for Treasures to report on the association's financial status.</p> <p>The members stated that they are losing confidence in the association due to its lack of transparency.</p> <p>CONCLUSION:</p>
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					At this moment, the REC-HO submits the report to the General Secretary and hopes that engagement will yield positive outcomes and resolutions.
4. Tshwane	Meetings with the regional management are held as and when required. These are usually occasioned by pressing issues that need to be addressed, which may include disciplinary or operational issues. There has been one meeting with regional management, wherein several issues were raised with management, inter alia the issue of using interpreters in administrative roles and selection for training opportunities. There have been instance where individual regional executive committee members met with various line managers to represent members on disciplinary issues. Fortunately, many of the disciplinary issues have been resolved and no member has	Regular meetings are held with members and whenever there are pressing issues, special meetings are convened. A challenge is the attendance in these meetings which has been poor. Members seem uninterested in CSA activities except when they are directly affected as individuals, like in the case of performance reviews or disciplinary issues. The regional membership has been declined, we left with only 13 active members.		One grievance was issued on the 26 July 2024, and meeting was held with the RSC and PSC of the region , member was represented by NOBs member.	<p><b><u>CHALLENGES:</u></b></p> <p>3.1 Workload</p> <p>This is a recurring issue, raised in almost all the regional membership meetings. Workers are complaining about the workload and the effect it is having on their personal lives and performance in the workplace. This problem seems to mainly prevalent in the case management section. This has been repeatedly raised with the regional management and their consistent response has been that there is no budget for filling of vacancies. However, we have noticed that lately a process of filling vacancies has been undertaken and we hope that this will partly address the issues that</p>

	<p>lost their job as a result of ill-discipline. As the regional leadership of CSA, we continue to pursue a cordial relationship with the regional management in order to ensure the protection of our members' interests. Our relationship with the regional management is characterised by co-operation, even though there have been disagreements at times.</p>				<p>were raised by the members.</p> <p><b><u>Loss of trust</u></b></p> <p>There is a noticeable pattern of loss of trust in CSA by its members. Anecdotal evidence points to this being largely caused by recent wage negotiations where members feel that they did not get a wage increment that is proportional to their contribution to the success of the CCMA and their contribution as employees. The general feeling is that the National Office Bearers who were negotiating on their behalf were quick to capitulate before the CCMA.</p> <p>According to the regional executive, one of the ways in which this loss of trust can be addressed is by continuous and transparent communication between CSA leadership structures and membership. Importantly,</p>
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					<p>there must be a proper management of perceptions in order to avoid any misconceptions. CSA leadership should, at all times, avoid allowing the CCMA to dictate the pace and tone of wage negotiations.</p> <p><b>GENERAL ISSUES:</b></p> <p>An issue that workers have consistently raised in and outside of meeting is the concern that some of those who are in leadership positions of the organisation use it to advance themselves within the CCMA. They have no interest to genuinely serve members of CSA. This must be guarded against to prevent the union being used for personal gain and advancement.</p> <p><b><u>CONCLUSION:</u></b></p> <p>Tshwane regions request that this report be accepted as a reflection of</p>
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					the union's activities within the region.
5. Limpopo	No report				
6. Mpumalanga	No meetings with management this year. Management does not respond to request to hold meetings.	There has not been any meetings with members or management this year. Management does not respond to request to hold meetings. Members moral is very low and lack of interest to partake in any CSA activities.	Membership currently is unstable, there are a number of members joining NEHAWU. Therefore, REC is uncertain about status of its membership	2 Disciplinary Hearing were held and known to the REC.  1.Commissioner Ntuli, outcome was Final Written Warning 2.Connie Mohlala Cleaner, outcome was a dismissal. Member must advise should we refer a dispute or not.	<b>CONCLUSION:</b> We pray that the report is deemed proper by the NOB and accepted as is.
7. Pietermaritzburg	Chairperson Andile Bhengu has resigned from office after being appointed as SCMO in the Newcastle office.  Therefore for now the PMB Regional structure is as follows:  • Chairperson : Vacant	We have had 1 staff / management meeting this year chaired by our acting PSC J Vermaak.  We have had a meeting with our national structures to address matter arising from our wage negotiation	Our membership status has changed we have 2 new additions to our list		

	<p>. Deputy Chair : Samukelisiwe S Majola 0661 273730</p> <p>3. Secretary :</p> <p>4. Deputy Sec</p> <p>5. Treasurer :</p> <p>6. Two Additio</p> <p>a. Nokukhany</p> <p>b. Nozipho Xa</p>	<p>s which have dragged the whole year. The meeting was a success and did shed some light on what was happening and still to happen with regards to wage negotiations which were the centre of it all.</p>	<p>m b e r S i y a b o n g a o n l y s t a r t e d o n 0 1 N o v e m b e r 2 0 2 4</p>		
8. Durban	<p>We have a Whats-app group that we communicate all CSA related communication on. We also have a separate REC whats-app group.</p> <p>We have had 2 REC meetings, and 2 REC /management meetings since our report in April 2024.</p>	<p>3 General meetings have been held with members. One was together with the General Secretary Nkosinathi Mkhwanazi. Most of our communication is held via our whatsapp group</p>	<p>We have had 2 new members join since our report in April 2024. 3 Interpreters and 1 Commissioner resigned from the Union</p>	<p>A disciplinary hearing was held for our member Nkosinathi Nene, CSA was not involved because the member was not present for the hearing. We also dealt with our</p>	<p>3 REC members have resigned but still remain as CSA members</p> <p>3 Interpreters and 1 Commissioner resigned from the Union</p> <p><b><u>GENERAL:</u></b></p> <p>Members are not happy with the Union, mostly Interpreters because of the email access that was reported several times to</p>



	<p>We have had 1 staff / management meeting this year chaired by our acting PSC J Vermaak. We have had a meeting with our national structures to address matter arising from our wage negotiations which have dragged the whole year. The meeting was a success and did shed some light on what was happening and still to happen with regards to wage negotiations which were the centre of it all.</p>			<p>member's grievance Comm (Matho Dlamini) which was filed against Senior Comm Shezi, whereby the matter was resolved.</p> <p>We dealt with a grievance that was filed by Nokuthula Phakathi against the Service Provider's employee. That was also resolved.</p>	<p>the Union and the Management. It has been explained to them that everyone is working on it.</p> <p><b><u>CONCLUSION:</u></b></p> <p>We have resolved all issues that have been brought to our attention</p>
9. Free State	<p>CSA gatherings/ meetings of the REC/ initiatives such as sports/WhatsApp groups for easy of communication.</p> <p>There is an REC WhatsApp and the CSA members group where in issues are discussed as and</p>	<p>The meetings held/planned/ debriefs with the CSA members before and after meeting with management.</p> <p>The meetings are held as and when a need arises,</p>	Membership status is at 100%.	<p>Grievances/disciplinary issues that may be happening in the regions.</p> <p>A CMO in the Welkom Office was charged in July 2024 for misconduct</p>	<p>This must also address the issues of the behaviour of our members towards the CSA and how are members treating themselves towards the employer. status of the relationship between the CSA and the CCMA management. status is on 100%</p>

	<p>when a need arises. The groups are also used to report any issues concerning announcements.</p> <p>The REC communicates almost daily on this platform.</p> <p>Meetings that the previous REC has held prior the newly elected, your meeting(s) that you have held with the CCMA management.</p> <p>Several communications took place between management and the REC members on emails and telephone calls addressing the issues of the Bloemfontein building. The staff also expressed concerns about the water in the building which we of the view that it is not drinkable. This is still an issue which we are not getting satisfactory feedback from management. Staff are contributing R5.00 on a weekly basis to buy themselves drinkable water.</p>	including using the WhatsApp platform.		<p>and she did not accept the offer that was put on the table by the employer and wanted to proceed with the disciplinary hearing. She initially pleaded not guilty to the charges but later changed her plea admitting guilt to all the charges. She waived her right to submit mitigating factors, was found guilty and ultimately dismissed.</p> <p>Two members in the Welkom Office filed grievances against the SCMO on different dates but within the same week, both for bullying and victimisation. One was resolved and the other continued with the</p>	<p>After the signing of the wage settlement agreement members were not happy with CSA and wanted to have a note of confidence, though no action was taken by them and just kept quiet after REC asked for clarity in trying to find a solution and assure members of their commitment to the movement.</p> <p>Regional management has been open and always availed themselves when ever there are issues and also given members time for CSA meetings. We are on the same page in making sure that employees are happy at work.</p> <p>There was a virtual wellness session arranged for both offices to try and make working environment conducive for everyone.</p> <p>Any issues arising in the region , the REC made sure that they kept the NOB'S abreast and sought guidance and support.</p> <p>Any other general information the CSA national office supposed to be informed of.</p>
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	<p>A meeting was scheduled where we discussed the well being of the members, disciplinary actions that are taking place without involving the REC, wherein we expressed a desire to be involved though we are fully aware that it is not an automatic process unless it is an REC member that is being charged. The meeting also addressed the Welkom CCMA Office where there were challenges concerning the car parking, working remotely for Welkom staff. They were told that there is no other available building and they would have to use the street parking.</p>			<p>involvement of the National Office and finalised through an outcome.</p> <p>A member in the Bloemfontein Office was issued with a written warning valid for 6 months in October 2024, for misplacing a file. She initially wanted to challenge the warning and later withdrew proceeding with the matter.</p>	<p><b>General:</b> None.</p> <p><b>CONCLUSION:</b> Members are worried about CSA members resigning in other regions, in that we might lose more which might lead to employees/members not enjoying full rights as we might not be sufficiently represented as the CSA. It is our plea for leadership to regain the confidence of our members and reassure them on their commitment. CSA must remain the majority union within the organisation and make members aware of the implications should any other unions enter our doors.</p>
10. Northern Cape	None	When there are issues to be discussed, we engage through WhatsApp.	All our members are still in good standing.	No grievances	<p>Membership in good standing</p> <p><b>General:</b> None</p>
11. East London	Members have confirmed that for now they don't have any challenges, everything is running				

	smoothly in our region.				
12. Port Elizabeth	Shop stewards need training on how to represent members in Disciplinary hearings and all responsibilities that comes with being a Shop steward.		<p>The general meeting of the CSA was held for the first time in 2024 on the 30 April.</p> <p>The purpose of the meeting was to update the members hip about the current wage negotiations between the CSA and the CCMA management. Out of the meeting members raised concerns about the shortage of the interpreters and the workload on the</p>	<p>The Membership of CSA in the region of Gqeberha stands at 28. The region has not experienced any resignations . But there are concerns amongst members regarding the CSA conduct during negotiations and its relationship with CCMA.</p>	<p>Some of the CSA members in the region have lost faith in the union, mentioning 2024 <b>NEGOTIATIONS</b> as the reason. With this situation of members losing faith in the union, resulted to some members from other regions resigning, very fortunate in Gqeberha we have not received any resignation.</p> <ul style="list-style-type: none"> <li>• <b>The region is proposing that the CSA should AFFILIATE under a FEDERATION</b></li> <li>• <b>Task team must be elected to investigate and make recommendations which must then be tabled at the Congress for endorsement.</b></li> <li>• <b>The CSA needs to contact Media to introduce</b></li> </ul>

			<p>fulltime Commissioners. The meeting recommended that the following issues must be part of the agenda for N.E.C:</p> <p>The REC has held other meetings during the year under review and mainly discussions have been around negotiations with CCMA.</p> <p><b><i>The qualification requirements of the Interpreters - for example- Labour Law Diploma is one of</i></b></p>	<p><b>itself and its work establish contacts and connections :</b></p> <p>CSA is an independent body, and it must act like one and not be afraid to exercise its independence.</p>
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			<p>the requirements. This must be taken up with CCMA as it has led to the region not to be able to fill the vacancy for almost a year now and it affects operations.</p> <p>The overload work on the full time Commissioners due to budget constraints.</p> <p>The review of the recognition agreement with the CCMA. Particular the issue of length of</p>		
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			<p><i>meetings from 5 to 3 meetings which will sit within 3 Months not longer. An addendum must be made to this effect.</i></p> <p><i>Early negotiations for wage demands to start in November 2024 and be concluded before end March 2025.</i></p>		
13. North West	We haven't had any meeting with management	We normally have our meeting virtual from time to time	100% membership in the region.	<p>We are aware that our members are being disciplined and receive warnings but do not inform the REC.</p> <p>Comrade Sonto Jas was</p>	<p>Our members still regard CSA as a union of wage negotiations and do not want to take part in union activities\meetings. Other REC members do not avail themselves when it comes to the regional CSA duties and we</p>

				<p>charged for a late award, and we lost the case at the arbitration level.</p> <p>Comrade Ratwa Rakale converted to part time.</p> <p>Comrade Aaron Sebako is dismissed, and the matter has been referred to CCMA.</p>	<p>urge the NOB's to separate two offices so that Rustenburg and Klerksdorp can have their own REC, We scheduled few virtual meetings with the Northwest REC but unfortunately its only three Klerksdorp members that will always attend and we will not even receive an apology from the other members. When we have meetings with members, other REC members do not assist in chairing the meeting instead they also ask questions as if they are not part of the leadership.</p> <p>Shop stewards need training on how to represent members in Disciplinary hearings and all responsibilities that comes with being a Shop steward.</p>
14. Vaal	<p>We had two meetings with management. Members proposed to work from home</p>	<p>Only six meetings have been held with CSA Members Wage Agreement Meetings REC Meetings with the president where he proposed a reshuffle of the Chairperson and the Dept Chair secretary. State of the CSA in Vaal, where</p>	<p>The Vaal region currently consist of 26 members (including the SCMO &amp; ASC)</p>	<p>Unsatisfactory. Hopeless No communication from NOBS regarding members who have resigned the CSA must account to what happened. We are disappointed</p>	<p>The Vaal Deputy Chairperson Mayibongwe Nsele got a new position and relocated to Johannesburg Office Call Centre. All members are still intact to the CSA and status remains unchanged</p>



		<p>members who elected the REC members rejected the reshuffling. BI-Election was held on the 17<sup>th</sup> of September 2024, Comrade Shaun Dons was elected as our Deputy Chairperson</p>		<p>of the outcome of the enquiry because no outcome was given to members, this is an organizational issue not a personal issue, we need transparency. What has the CSA done to mitigate the resignation of CSA members and what was the outcome from the regional office. The NOBS has failed us we think we need to change them. *</p> <p>Members are not happy because of the way negotiations prolonged We demand a salary increase; negotiator failed members in that regard Members have no faith in the Union. Union is not vibrant and does not seem to be active.</p>	
15.Western Cape		<p>The Western Cape since the last NEC has been characterised with many challenges and were forced to deal with the challenges and transition within the</p>	<p>Even though a group of our members tried to dissemble our membership , the</p>	<p>Since the CSA and management have been working together, matters are discussed and dealt with</p>	<p>Even though a group of our members tried to dissemble our membership, the membership remains constant apart from the few members who have instigated the petition, who have now resigned</p>

		<p>region expeditiously, making it a very difficult year for its executive. The year started with almost a complete exodus from the executive members elected at the Annual General meeting which brought the Western Cape CSA into huge disrepute with its members. Thereafter, the newly elected executive was then faced with members petitioning to resign because of the wage negotiations, and join an outside union, namely Nehawu and PSA. These members did not only want to resign, but also lobbied to get other members to leave the union. The current executive and current chairperson worked hard and around the clock and managed to bring back most of the members who had signed the petition to resign. We can gladly say that we have managed to salvage a very bad situation</p>	<p>membership remains constant apart from the few members who have instigated the petition, who have now resigned from the CSA. These disgruntled members refused to accept that the CSA tried their best to negotiate our wage demands, but instead believed that the disciplinary action by our employer of the members who protested, compromised the wage negotiations.</p>	<p>amicably thus preventing situations which would result in disciplinary action before it takes place. We can therefore gladly say that there have been no members disciplined.</p>	<p>from the CSA. These disgruntled members refused to accept that the CSA tried their best to negotiate our wage demands, but instead believed that the disciplinary action by our employer of the members who protested, compromised the wage negotiations.</p> <p>This term has been challenging in many ways, but we can conclude that we as an executive are satisfied with the way it has been navigated. As the executive we thank all our members for their continued support and faith.</p>
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		<p>and managed to keep most of our members. The CSA executive has managed to maintain a very good relationship with management and meet on regular occasions especially if there is an urgent need. Management has always been extremely accommodative to the CSA and even assists, when necessary, especially during this difficult time with the budget constraints of the CCMA. The impact of the budget constraints has had huge adverse effects on the administration and operations of the CCMA, but the CSA working together with management has made this difficult road easier to navigate.</p>			
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## **Current state of membership as per the subscription report.**

The union members currently have declined, we are on 749 to 625 moving from our last NEC, even though the inaccuracy on how the CCMA captures the membership. But this round of decline has been caused by our own members who left the union. Consequently, we have a

massive task ahead of us to revive the movement and to ensure that we reshape it and to strengthen it for the generations to come to find this movement intact.

## **Bi-Elections in regions**

We are currently having a number of regions that must hold the bi-elections following the vacancies that were occasioned by the mass resignations. The NOBs have resolved that it will be unwise that we commence the above process during the current climate in our regions. For the truth of the matter is that many of the former members that left the union did so based on emotions, frustrations of the negotiation process and some due to the sympathizers of those who already left. Therefore, it is the plea of the NOBs that we hold on for now and let the dust settle, before we schedule the RECs bi-elections, this by no means we are willing to ignore the provisions of the Constitution.

## **Reflections on the wage and substance negotiations for 2024 - 2025.**

Comrades, this round of negotiations has been one of the most challenging one that we had since we took over the reins. As you would recall that we started the negotiations on 15 February 2024 after we had formally submitted our demands on 31 January 2024. The position of the employer remained unchanged until 19 July 2024. This was so despite our efforts and the number of meetings that we held with the CCMA. 19 July 2024 marked the Negotiations during the massive budget cuts has made it more daunting. It was this day when about 24 members of the CSA, that was made up of 20 members from Johannesburg region and 3 NOBs being the President, the General Secretary and the Deputy General Secretary. Comrades, just after we received the charge sheet we soon lost one of the members (Jeanette Molefe) that had also taken part on the lunch time demonstration. We are due to review the recognitional agreement that we have with the CCMA since we have a number of things that we are not happy about.

## The CCMA committee wherein the CSA is represented.

Committee Name	CSA Seats Allocation	Current Incumbent
National Employment Equity Consultative Forum	2	Mandlenkosi Zwane (President)
		Kirsty Payne (Additional NOB)
Transfers and Conversions Committee	1	Nkosinathi Mkhwanazi (G. Secretary)
		Lebohang Mdi (Additional NOB)
Skills Development Committee	2	Mandlenkosi Zwane (President)
		Gcobani Poltini (Additional NOB)
Bursary Committee	2	Katleho Seanie (Deputy GS)
		Ongeziwe Mlonyeni (EL REC Chair)
Provident Fund Advisory Committee	1	Thandile Kona (National Treasurer)
National Policy Development and Review Committee	1	Matome Selapisa (Deputy GS)

## Disputes and litigations

**CSA V CCMA INTERPRETERS SETTLEMENT AGREEMENT LABOUR COURT CASE NO: J 1294/21**

If you would remember comrades that during the last NEC, I reported that the case was with the judge at the LC, and we were waiting for a set down date and we have appointed a team

of attorneys to deal with the matter in case the LC needs us to present a verbal arguments as we speak the case file is with the team that is assisting us. This was after we lost our previous attorney Ruth Edmonds on the matter passed away. However though, when the President went to the LC on 09 October 2024. He found that the matter was set down for 07 March 2024 and was postponed sine die. It seems that the notice was serve on the details of our late attorney Ruth Edmonds. The CSA must now appoint new attorneys and apply for the revival of the file in terms of the new LC Rules.

### **CALL CENTRE LABOUR COURT CASE**

The CSA terminated the brief with the Phologe Mampuru Inc, and after I had been tasked to find another legal team. But after we learned that the members concerned wanted the resumption of the call centre first which was due to start on 01 July 2023. Immediately after that process on 04 August 2023. I held a meeting with the members concerned wherein the resolution was taken that comrade Ronald Schoeman from Head Office will lead the search of the new firm of attorneys. As a close on this subject, it is important to say that the door has not been closed from the members' side to speak with the employer in a quest to find solution. This has been communicated with the employer and we hope going forward the incoming leadership will have the same appetite to continue the conversation on all fronts to find closure.

We just concluded a disciplinary process of the members that we charged for 19 July 2024 and all non-commissioners were sanctioned with final written warnings valid for 6 months and the three commissioners were sanctioned with 1 month suspension without pay.

### **CSA Visibility strategy**

## **Website of the CSA**

This platform is important to safeguard and keep our history for the generations to come and for the public to know and understand more about the developments within the CSA. But due to the lack of maintenance our website as I informed you in the last NEC that it started to lose some of the important information, and we had to procure the service provider to revive it. And it is my pleasure that the website is back on and fully functional with a rejuvenated look.

The sad part is that even though most of the information that can assist our members is uploaded there, many including regional leaders remain ill-informed if not blank about the CSA information such as our constitution, and other documents that guides us. This lead the members to be confused and to be lied to by those that have decided to destroy the CSA and they would go on to make all sorts of lies about the CSA and its leadership.

We encourage our members to make use of this platform since it was created for their use and benefit.

We plan to enrol another project to ensure that CSA remains visible, in line with the upcoming policies of the Finance Policy we will ensure that we look for service providers that will give us quality.

## **Birthday's initiative**

The CSA continues to send birthday messages directly to members on their birthday. What I have noticed us that it has created a sense of belonging amongst our members and a sense pride. The feedback has been very positive, and our members appreciate these efforts. We are continuing with as a project that tells a good story for the masses.

## **Bereavement contributions**

Since the last NEC the CSA have received several notices that our members in different regions have lost their loved ones. I am proud to report to you NEC delegates that there is no claim for a burial contribution that have been submitted and was never paid. We are constantly working on putting more measures in place to ensure that such a benefit is not

open to abuse. As such, the CSA will be starting to request that the claim form must be accompanied by the death certificate. This is just one measure to try to tighten up the process. CSA sends its condolences to all those that have lost their loved ones, and we wish them strength as they try to navigate through this difficult period in their lives.

We thank those in regions in particular our treasurers in ensuring that the burial contributions are paid on time and to the right beneficiaries.

## **Certificates of the elected officials**

There has been requests that we must consider at issuing the certificates such as those that were previously given to the CSA officials leading the provinces. I want to report today that the request has been noted and is receiving attention while we are striking a balance in ensuring that the funds of the unions are not spent recklessly. The past project went very well, and we intend to do the same with this when we roll it out.

## **Wellness**

We need to continue to utilise the services and benefits that are granted to us by the employer in order to ensure that we take care of ourselves and those that we love, let us inform our members about the benefits they have and enjoy by virtue of being employees of the CCMA such as financial coaching, psychological counselling etc. Also, comrades are reminded that the CSA continues with its jogging and running challenge on monthly basis. This helps comrades to participate wherever they are, and we are doing this not as a pure competition but rather as a motivation to have more and more people taking care of their bodies and minds. We would like to congratulate our President comrade Mandlenkosi on his maiden half marathon wherein he received his first official medal. We are looking forward to seeing more CSA members taking up on the “#CSAEngagingInFitness” challenge and to have other



wellness activities. However though, I must indicate that I do not think that our regional chairpersons their deputies and regional secretaries with their deputies are sharing enough information about the above CSA running challenge, I say so because it is highly unlikely that week in week out we see members in different regions participating in activities such as hiking, walking, playing football, netball and volleyball yet there is this very little number on those that are joining the challenge. Comrades in leadership, let me remind you that all information that is shared with you is not for you as an individual but for our members consumption so please let us not be selfish with sharing information. Unless it is indicated otherwise.

Lastly, we are encouraged that many CSA members are proud to wear their CSA gear whenever they are participating in regional wellness programmes which is a clear sign of how much CSA is loved and appreciated.

#UnitedWeAreStronger

do thank you.



Nkosinathi Mkhwanazi  
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GS REPORT