



SOUTH AFRICAN COMMUNICATION UNION



CALIBRATION PROCESS

Dear Member,

The Calibration process introduced by management during October 2013 has been discussed in Telkom for many months without any success of having it resolved internally. We forwarded correspondence to the ER department indicating our dismay at the company introducing this new process in the middle of a PDMS cycle.

We referred the matter to the CCMA and have received a date of 7 March 2014 for the conciliation process. SACU is imploring members being affected by this process to forward inputs/views/documentation that can be utilized to assist the process to sacuh@cybersmart.co.za or bothah5@telkom.co.za.

The dispute was referred to the CCMA as an unfair labour practice. The first stage of the process would be conciliation; this process is not a binding process on either party. If the matter remains unresolved it will be referred for arbitration and the commissioner would be able to make a binding ruling on both parties

END

South African communication Union
Michael Hare, President



Hennie van der Westhuizen, National Treasurer



Karriem Abrahams, General Secretary



South African Communication Union
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Funeral Benefit Cover:

Member: R15 000.00

Spouse: R15 000.00

		<p><i>Children</i></p> <table><tr><td>14-21</td><td>R15 000.00</td></tr><tr><td>6-13</td><td>R7 500.00</td></tr><tr><td>1-5</td><td>R3 750.00</td></tr><tr><td>0-11months</td><td>R1 875.00</td></tr></table> <p>Stillborn after 28 wks R1 875.00</p> <p>A spouse in terms of the policy is viewed as your life partner.</p> <p>To claim the benefits the following information must be provided to the office as a matter of urgency to facilitate speedy payment</p> <ul style="list-style-type: none">• Copy of Death certificate• Banking details of beneficiary,• Affidavit as to relation to decease (Daughter, son spouse etc)• Copies of identity documents of deceased as well as beneficiary <p>A spouse in terms of the policy is viewed as your life partner.</p> <p>Member is covered as soon as first payment for membership is deducted from salary, or payment is recieved via debit order.</p> <p>Payment usually takes 48 to 72 hours.</p> <p>For a payment of R30,00 per month, non members not employed in the sectors we organise, can apply for this benefit. This will have to be done via debit order.</p> <p>SACU members are all covered via their subscription fees of R65,00 per month.</p>	14-21	R15 000.00	6-13	R7 500.00	1-5	R3 750.00	0-11months	R1 875.00
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