



SOUTH AFRICAN COMMUNICATION UNION



RESTRUCTURING TO RETRENCH

Dear Member,

Quote *"Dear Colleagues*

Please be advised that as per our undertaking of the 25th of April 2014 during the Restructuring Forum meeting, we have scheduled an engagement session for the purposes of sharing with you the intention of the company to invoke sections 189 and 189A of the Labour Relations Act of 1995, as amended, with respect to the managerial and specialist (i.e., grades M/S 5 and above) categories of employees."

unquote

The above is the crux of an invitation received from Telkom this morning. The invitations invite us to a restructuring meeting to discuss the intended retrenchments of the management levels. It is however important to note that this invitation cannot be viewed as the invitation referred to by the Labour Relations Act as the invitation needs to cover the following:-

- The reasons for the proposed dismissals;
- The alternatives that the employer considered before proposing the dismissals;
- The number of employees likely to be affected and the job categories in which they are employed;
- The proposed method for selecting which employees to dismiss;
- The time when, or the period during which, the dismissals are likely to take effect;
- The severance pay proposed;
- Any assistance that the employer proposes to offer to the employees likely to be dismissed;
- The possibility of the future re-employment of the employees who are dismissed;
- The number of employees employed by the employer.

We are aware the company invited all management into a DMS session on the 12 May 2014 and it is our view the discussion will in all probability be regarding on the same topic. We therefore implore our members to allow the union to consult on their behalf on this process should it unfold and not make hasty decisions.

South African communication Union
Michael Hare, President



Hennie van der Westhuizen, National Treasurer



Karriem Abrahams, General Secretary



South African Communication Union

Riverside Lofts
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Bellville, 7535
(T) 086 100 7228, (F) 021 914 5883

Funeral Benefit Cover:

Member: R15 000.00

Spouse: R15 000.00

END

Children

14-21	R15 000.00
6-13	R7 500.00
1-5	R3 750.00
0-11months	R1 875.00

Stillborn after 28 wks R1 875.00

A spouse in terms of the policy is viewed as your life partner.

To claim the benefits the following information must be provided to the office as a matter of urgency to facilitate speedy payment

- 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

A spouse in terms of the policy is viewed as your life partner.

Member is covered as soon as first payment for membership is deducted from salary, or payment is recieved via debit order.

Payment usually takes 48 to 72 hours.

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 stop order.

SACU members are all covered via their subscription fees of R70,00 per month.