



## MISA BLITZ BULLETIN 2

3 SEPTEMBER 2010

### WAGE DISPUTE AND STRIKE FEEDBACK

MISA and the NUMSA met with the employer representatives on 02 September 2010 based on the decision to request the CCMA to assist with the dispute and the resultant strike in the retail motor sector.

The CCMA has the powers in terms of Section 150 of the Labour Relations Act to assist in a dispute resolution process through conciliation. Senior Commissioner Meshack Ravuku was appointed to conciliate between the parties. Unfortunately Brian Currin could not join him due to other commitments.

Although all parties indicated that they were willing and prepared to seriously address the issues in dispute and attempt to reach an agreement as soon as possible there are some very fundamental principles standing in the way of an agreement.

In short these issues are:

- **Duration of the agreement** – NUMSA wants a 12 month agreement but with a possible phasing in of certain benefits over 2 or 3 years.
- **Cycle of the agreement** – NUMSA wants the agreement to expire at the end of June of each year. The current expiry date is end of August of each year.
- **Backdating of the agreement** – NUMSA wants the agreement to be backdated to 1 September 2010, regardless of the date of the agreement reached.
- **Wage model** – MISA and NUMSA argue that the current wage model with the focus on increases on minimum wages does not adequately address the needs of the employees.
- **Extension of the agreement to non-parties** – the employers want an agreement that in the event the agreement is not extended to non-parties by the Minister, the agreement between the parties will be null and void.

The negotiations yesterday started at 14h00 and finished at 01h00 with no real progress on these issues or any of the others. Unfortunately the parties will have to find solutions to the abovementioned issues first before we would be in a position to sign an agreement.

**It was agreed that the parties will get together again on Monday, 06 September 2010 at 13h00. It was also agreed that the leadership should get**

**together and address some of the more difficult issues in a committee consisting of less representatives in order to explore possible areas of solution.**

In the mean time the strike continues and the picketing rules and statement of commitment and intent remain in place.

The strike committee could not meet yesterday due to the conciliation process but they will meet again this afternoon at 12h00 to address the incidences where the rules had been contravened.

There have been a number of incidences reported of intimidation of MISA members and those are addressed by the MISA staff as they are received.

**Remember to report any incidence to the staff at Head Office.**

---

**Join today and ensure professional assistance when you need it most !**

**HEAD OFFICE**

Tel. : 011 - 476-3920/1  
Fax : 011 - 678-4537  
E-mail : info@ms.org.za

**NATAL REGION**

Tel. : 031 – 201-2710/2909  
Fax : 031 – 202-5956  
E-mail : Angela.Hardouin@ms.org.za

**EASTERN CAPE REGION**

Tel. : 041 - 364-0102  
Fax : 041 - 364-0104  
E-mail : Shireen.Wewege@ms.org.za

**NORTHERN/HIGHVELD REGION**

Tel. : 011 – 678-4537  
Fax : 011 – 678-4112  
E-mail : Philip.Botha@ms.org.za

**FREE STATE/NORTHERN CAPE REGION**

Tel. : 051 – 447-5339  
Fax : 051 – 447-2370  
E-mail : fs@ms.org.za

**WESTERN PROVINCE REGION**

Tel. : 021 – 551-2822/42  
Fax : 021 – 551-2818  
E-mail : wp@ms.org.za

**Website : [www.misa.org.za](http://www.misa.org.za)**