



MWASA



A MEMORANDUM OF DEMANDS BY ORGANISED LABOUR TO BE PRESENTED TO MANAGEMENT OF THE SOUTH AFRICAN BROADCASTING CORPORATION (SABC) ON 14 JULY 2009

As organized labour at SABC in the form of the Communication Workers Union; Media Workers Association of South Africa and BEMAWU are gathered here today being 14/07/2009 to make collective and indeed a firm statement to the SABC management that enough is enough.

As organized labour, we have since the first quarter of this year involved in a protracted engagement of one form or the other over wages and other conditions of service with your management. Our demands are organically derived from a multi-term agreement signed by the parties i.e. organized labour and SABC management in 2008 whose lifespan is until 2011. Since the commencement of the engagements, your management has displayed arrogance and intransigence of the highest form by not willing to engage us in good faith. Included in these monkey tricks and snake techniques employed by yourselves, was an attempt to secure a court order aimed at interdicting our unions and members from participating in a legal strike in pursuit of our legitimate demands.

As if this was not enough, when we started with our pickets which have culminated into this protest march, once more, you evoked a piece of legislation called National Key Points Act (NKPA) in an endeavor to keep protesting workers far from their workplaces. We rejected your deliberate intention to distort and misinterpret this legislation and insisted on the legality and protected nature of our strike action and continued as if nothing was said to us. We did all this because of our conviction that the LRA No. 66 of 1995 as amended derives its existence from the

constitution of this country which protects amongst others, the rights of citizens to assemble and engage in peaceful protests.

The kind of attitude displayed thus far in so far as meeting our demands is concerned is accompanied by the blatant lie of you being unable to meet these demands on account of the current global capitalist economic recession. As much as we appreciate this challenge facing humanity in general and the working people in particular in the current international economic discourse, we however, want to put it onto your doorstep that your management practices as well the bloated nature of your managerial staff is to blame. It is within this context that we will settle at nothing other than our well communicated demands. These demands are informed by the current economic circumstances which are not of our own making.

Let's flag some of those for you to better understand:

- Though the overall inflation is said to be at just over 8%, it is a fact that food inflation is above 14%
- Eskom has been granted permission by NERSA to increase electricity tariffs by 31.4%
- Petrol price has recently been increase by over 40c a litre.

Because of the above and other factors at play we want to restate our demands as follows:

- Immediate Implementation of 12,2% ATB Salary Increase Back-Dated to 1 April 2009.
- Immediate Implementation of Long Outstanding Substantive matters Back-Dated to 1 April 2006.
- Sanctioning and Implementation of all Internal Audit reports.
- Vigorous introspection of the Employee Relations Department.

- Corrupt and wasteful managers to be disciplined and properly punished for their deeds with immediate effect.
- Reverse the unilateral stoppage of leave encashment by the workers

We will therefore engage in a protracted industrial action until all our demands are met. The three unions are therefore imploring upon management to respond affirmatively to this memorandum in two (2) days, failing which we will the serve you with a revised programme of action aimed at taking this fight to new heights.

Signed at------(Place) on this------(Date)

On behalf the organized labour:

1. CWU: Signature:-----

2. MWASA: Signature:-----

3. BEMAWU: Signature:-----

On Behalf of the SABC: Acting Group Chief Executive Officer

Signature:-----

Witness: -----