



SOUTH AFRICAN LOCAL GOVERNMENT BARGAINING COUNCIL

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6 May 2005

Municipal Managers

Parties:	SALGA	Mr R Nolutshungu	(012) 338-6747
	SAMWU	Mr D Forbes	(021) 696-9175
	IMATU	Mr J Koen	(012) 460-8444

The Regional Secretaries:

Gauteng Division	Mr E Shelembe	(011) 333-8091
Eastern Cape Division	Ms S Walter	(041) 585-0646
KwaZulu-Natal Division	Mr A Singh	(031) 267-0930
Western Cape Division	Mr O Wilson	(021) 930-9244
Northern Cape/Free State Division	Mr M Faas	(053) 831-3608
North West/Mpumalanga/Limpopo Division	Mr E Shelembe	(012) 320-4136

Dear Sir/Madam

CIRCULAR NO.: 01/2005

ORGANISATIONAL RIGHTS AGREEMENT

The parties to the SALGBC (IMATU, SAMWU and SALGA) have resolved the organisational rights dispute. A new agreement has been signed, which comes into effect immediately.

This agreement is binding, in terms of Section 23 of the Labour Relations Act, on all members of IMATU, SAMWU and SALGA (all municipalities).

Other minority trade unions (such as the Municipal Employees Union) are not parties to this Organisational Rights agreement and are not entitled to any organisational rights until such time that these minority trade unions meet the threshold requirements as is set out and is required by the SALGBC Constitution. The threshold requirement as is set out in the constitution is 15% of the total number of employees within the scope of the council

In practice this means that trade unions that do not meet the threshold requirements of the SALGBC constitution are not entitled to enter any municipality's premises to recruit members or communicate with members, they may not hold meetings on the premises of a municipality. These minority unions are not entitled to shop stewards or to have time off for their office bearers to attend to trade union activities. In municipalities where organisational rights are currently being given to minority trade unions (which is all trade unions except for IMATU and

SAMWU), such rights must be terminated, which includes their presence in Local Labour Forums.

Only IMATU and SAMWU meet the threshold requirement of the SALGBC Constitution and are entitled to organizational rights as is set out in the agreement. This agreement will be available for download on the SALGBC web-site on Monday, 9 May 2005. (Please note that this will be listed under the "Latest Updates" on the home page of the SALGBC web-site.)

Yours faithfully



Mr S S Govender
GENERAL SECRETARY