



PEU MANDATE- SEEKING PROCESS ON CURRENT SALARY NEGOTIATIONS FOR PUBLIC SERVANTS

Dear MaPEU Amahle

- 1. As you are aware, Labour Unions in the Public Sector are engaged in negotiations for the Cost Of Living Adjustment (COLA) with Employer in the PSCBC.*
- 2. Whilst Unions have tremendously relaxed on their initial demand from 10% to 3%, for a salary increase, the Employer is adamant with an offer of 2%.*
- 3. Employer had since requested for time to seek mandate and would return to the negotiation table in the first week of August 2022.*
- 4. PEU, like other Unions in the Public Sector, is in the process of seeking a mandate from its Councillors, as to what route it should take, with a presumption that the Employer comes back with a final offer of 2%. Councillors are to consider the following:*
 - 4.1. Is PEU ready to accept the Employer 's final offer of 2% or you will not hear nothing less than a 3%?*

- 4.2. Kindly indicate with a **Yes**, if you feel PEU should accept the final offer **OR NO**, if you feel the final offer of 2% is to be rejected.
- 4.3. If **NO**, what action should be taken by PEU? **To go on strike OR No to a strike.**
5. The following facts are to be noted, as you make the decision above:
- **Should majority of PEU members be in favour of a strike, balloting of members will the follow, in terms of Section 30 of the PEU Constitution.**
 - **That Employer shall reserve the right to withhold pay for days or hours not worked, simply put, No work no pay will apply.**
6. Councillors are to submit responses to the General Secretary, via **WhatsApp**, on or before **28 July 2022**, for PEU to have a preliminary viewpoint towards mandate.
7. Districts are hereby requested to urgently circulate the same message to their respective Branches and give feedback on consolidated positions, by indicating number of **YES** and **NO**.
8. Districts are to submit their consolidated viewpoints to Office of the General Secretary, also via WhatsApp, on or before Monday, **01 August 2022**. Eg. District X : **YES: 12 and NO: 12.**
9. The feedback from Councillors and Districts' consolidated viewpoints will go a long way in giving our negotiators the PEU mandate as soon as employer comes back to the negotiation table.
10. Your prompt response is appreciated in high anticipation.

Yours truly

Ben Machipi

General Secretary