

PRASA HOUSE  
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**24 April 2014**

To: ALL EMPLOYEES  
Department: PRASA Rail Western Cape  
All Departments and Depots

**SETTING THE RECORD STRAIGHT ON THE MEETING BETWEEN NUMSA AND MANAGEMENT**

1. It has come to the attention of management that employees have been circulating a letter or pamphlet from NUMSA dated 14 April 2014 addressed to all its "alleged members". Employees are advised that such circulation is a serious transgression in terms of the company's Disciplinary Code.
2. Employees are further informed that the said pamphlet is not authorised by management and employees involved should refrain with immediate effect from possessing and circulating it.
3. **MANAGEMENT WANT TO PUT THE ISSUES IN PERSPECTIVE.**
  - 3.1. The company has not entered into any recognition agreement with the union NUMSA nor given them any go ahead to recruit as their scope currently does not permit them to do so, thus they do not have a scope or jurisdiction to recruit in PRASA.
  - 3.2. The union was informed to liaise with Employee Relations in Cape Town for any permission for access request to our work place. Also, they were advised to liaise with Employee Relations: Corporate Office on any organisation rights matter.
  - 3.3. At the meeting held on the 10<sup>th</sup> April 2014, the union was told to put their house in order in terms of issues raised by them, meaning that they are not recognised, they are not considered and they are not granted any of the organisational rights until they meet the following requirements:
    - New scope to be signed by the Minister of Labour.
    - New LRA Amendments to be promulgated by 1<sup>st</sup> May 2014 if any (giving unions automatic access to any company premises).



**prasa**

PASSENGER RAIL AGENCY  
OF SOUTH AFRICA

- They must sufficiently represented first before serving us with any section 21 notice for organisational rights.
- It is the union itself which acknowledged that they are NOT sufficiently representative and only after May 2014 can any meeting be held with the union, once these issues are attended to.

3.4. Management has not given the union NUMSA any recognition and or any organisational rights as alleged by the pamphlet. Therefore no union fee deductions will be implemented until the matters raised in item 3.3 above are resolved.

3.5. Lastly, it is in your interest to check their constitution and scope, before attaching your signatures to any application form/s from any union. It is not the company's intention to intimidate and nor victimise any employee/s by issuing this communication.

By Order

MTHUTHUZELI SWARTZ

**REGIONAL MANAGER**

**DATE:** \_\_\_\_\_