



# NEHAWU

National Education, Health & Allied Workers Union

## National Co-ordinator's Office

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To : Chief Electoral Officer  
From : National Co-ordinator (NEHAWU)  
CC : ECNBF Members  
Date : June 29, 2021

### Good day CEO

This is the third urgent communication to you in this short period of time implying that things aren't going too well under your leadership. A clear example is that we have not received a single response thus far from your office, even though matters raised there are extremely urgent. **This communication seeks to specifically address your intentions on face to face training sessions of electoral staff.**

We note the draft in-office protocol document that is currently in circulation to those you deem chief better than the Union NEHAWU. Other than consulting the Union on the impact of alert level 4 regulations you chose to ignore our existence yet again when you are fully aware that majority of your employees are unionised and have labour power. Let me refer you to section 14(1) of the Labour Relations Act, 66 of 1995.

Furthermore, the LRA defines the **workplace** as "the place or places where the employees of an employer work. The draft in-office protocol seems to have created its own definition particularly on training of electoral staff.

Adjusted level 4 regulations Section 21(1) (b) doesn't apply to the IEC as insinuated by you in the draft in-office protocol document. Face to face training sessions aren't anyone's workplace, they are simply are gatherings. All gatherings are prohibited .An example of a workplace meeting which is described and allowed in this section is the ECNBF and other internal staff meetings.

Schools are closing tomorrow as a result of Covid-19,churches and other public areas are closed already .IEC is attempting to utilize same schools and facilities for its training session, something really absurd to think about.

NEHAWU wishes to reject this proposal (5.2) together with its intentions as it is not only treacherous but life threatening. Our members cannot unfortunately

engage in wrong doing when the country is facing a dark cloud .Our lives comes first before our work. Let's safe lives.

Should you continue to force our members to engage in this illegal activity, we shall have no choice but to withdraw our labour instantly.

You are given up to end of business today to withdraw such intentions and communicate such withdrawal to the Union at the same deadline, failing which our members won't be doing any face to face training sessions from tomorrow until the regulations are reviewed and restrictions eased.

Yours in workers struggle.



**NEHAWU National Coordinator: Sello Kgageng**

**Date: 29.06.2021**