



**Date: 22/ 10/ 2021**

**To: All MEMBERS OF MECSU**

**THE EFFECT OF EMPLOYER'S NON - COMPLIANCE WITH SALARY AND WAGE COLLECTIVE AGREEMENT WHICH HAS NO SPECIFIC IMPLIMENTATION DATE.**

We are not surprised that to date certain municipalities have not implemented salary increase after the signing salary and wage collective agreement. The employers (municipalities) are taking advantage of a loose agreement signed which has no provision for a specific date of payment of salary increase. The agreement simply provides that the salary increase will be paid with effect from July 2021, but it lacks specificity of a date in which the employers must retrospectively pay salary increase. This to us, is a gross error in the agreement, as it will be difficult for aggrieved parties or non-parties to demand compliance where the same agreement provides for no specific implementation date.

Admittedly, collective agreement is binding to parties and non-parties. As MECSU, we are non-parties to the agreement in question. However, it has the same legally binding effect to all the workers in the sector regardless of union affiliation. It's so unfortunate for workers to be bound by a collective agreement negotiated and signed without mandate, and with loose provisions and no specific implementation dates against which the compliance would be claimed. In the circumstances, where salary agreement lacks specific implementation dates, workers are at the mercy of the employers. It's high time that workers libertate themselves to come out of this unfortunate situation.

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