Date: 22/10/2007
Venue: Siyaloba Academy
Time: 10:00

Present
Nanda Nieuwoudt- EOCAF
Loyiso Mbaza FAWU
Dennis Matshikiza FAWU
Caiphus Ngeleka FAWU
Bandile Mankwali FAWU
Vitalis B. Cele SAFTU
Sibusiso Khuzwayo SAFTU
Mluleki Qoba FAWU
Melford Xongo FAWU
Noel Wong Leith Umsobomvu Fishing
Nicholette van Niekerk Umsobomvu Fishing
Betsy Ings Viljoen Fishing
William Gqeke Balobi
Patrick Mbiko Talhado
Tony Edmeades EOCAF
Andre Grobler EOCAF
Gerrie Olivier EOCAF
Marius Grobler EOCAF
Nola Holmes June II, Rietgans, Squidder

Apologize
Zolani Nonjobe
Johan Saunders
Nanda welcomes everyone.

Marius: Statutory Council has been registered on 25 September 2007. The 3 trade unions will each have 1 representative on the Statutory Council with a combined 50% vote and EOCAF as the only Employers Organization will have 3 representatives and the remaining 50% votes. Plan of action: Appoint people to sit in the executive committee and nominate the alternatives to attend the meetings if the representative is not available. Keep in mind that the people who are nominated must be available to attend the meetings. Six people must be nominated.

**Statutory Council Executive committee and alternates**
Dennis Matshikiza
Mluleki Qoba
Vitalis Cele
Sibusiso Khzwayo
Gerrie Olivier
Patrick Mbiko
Zolani Nonjobe
Marius Grobler
Nanda Nieuwoudt
Tony Edmeades
William Gqeke

SAAFWU will nominate an alternate later.

Andre: Budget for the Statutory Council, funds come from the employees and employers. The start up cost will be a once off amount of R10 to be paid by all employees in the squid industry and all employers in the squid industry must pay an amount of R10 for each employee. A letter explaining the Statutory Council and the levy will be provided to the unions to distributed to their members. It was suggested that the money for deductions be deducted by the employer rather than the union. All in favor.

Marius: Everyone in the Industry must contribute to the Statutory Council even if they do not belong to an Union or an Employers Organization.
Andre: It is a law that everyone must contribute to the Statutory Council. CCMA wont handle dispute all dispute will be handle by the Statutory Council. It must start operating immediately.
Nicholette: When will we start with the contributions?
Loyiso: Request the employers to pay for employees by the end of November and deduct the money when they get paid.
Gerrie: Support this statement but with the condition that the unions must explain it to their members.
Marius: Will ask employers to pay for employees in November and the employees to pay back with first pay.
Andre: The unions has to inform the employees that an amount of R30 will be deducted from their first trip’s pay.

- R10 – start-up
- R10 – November
- R10 - December

Tony: Support Loyiso and Gerrie statements about the levies and emphasize that only after November will the SCSI be able to handle disputes.

Loyiso: CCMA must carry on with the dispute they received before the registration of the Statutory Council.

Marius: If there is a dispute it must be send to the Statutory Council Executive.

William: Who are the employees?

Andre: Includes maintenance, fishermen, factory workers, admin staff anyone who works in the Squid Industry.

Marius: Not independent contractors.

Mluleki: If you don’t catch anything what happens to the levies?

Andre: If the employer pays for the employee the employee must pay back the money.

Nanda: We have to ask the EOCAF members if they are prepared to advance the money for levies to employees.

Tony: The levy deduction must be on the pay slips.

Betsy: A date must be suggested to pay over the levies.

Patrick: First trip of the month deduction must take place for the levies.

Sibusiso: If an employee got sick on sea and come back after 3 days what happens to the deductions?

Nanda: Employees must demand their pay slip.

Dennis: Change boats? What happens to that?

Andre: You must show your pay slip if you already paid your levies there will be no further levy deductions for that month.

Caiphus: No members will move around if people are permanently employed and treated well.

Nola: It is not always the because of the Employer that crew change boats, sometimes it is also because the crew who don’t get along with each other.

Gerrie: There will always be some people who will move around.

Nanda: The Minimum Conditions of employment will ensure that employer and employee needs and demands be considered. This must be discussed at the Statutory Council Executive Committee meeting.

Marius: The SCSI has just been registered and both EOCAF members and Union members must be informed that a lot is going to change. The Statutory Council must educate all members in the industry.

Betsy: If the union have their pamphlet they can come to Siyaloba Academy and educate the crew about the Statutory Council before the opening of the season. Make copies and give them to the members.

Dennis: Support Betsy about educating the employees.

Marius: Copies must also be given to the skippers.

Meeting Closed