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Wednesday, 30 November 2016

## **HAPPY HOLIDAY WISHES FROM THE GENERAL SECRETARY TO MEIBC STAFF AND PARTIES**

I take this opportunity to thank all MEIBC Parties in general, Management Committee in particular and most importantly our MEIBC employees and extend my warm wishes for Christmas and New Year to all of them and their family members.

We had a lot of challenges in our work in 2016, MEIBC Management prepared a 2016/ 2017 Budget and proposed a levy increase that was going to turn around the Council's financials, but the budget was rejected for wrong reasons, an Oversight Committee was established to work with the Executive of MEIBC to deliver the budget and levy increase that will be acceptable to all Parties. MEIBC Management continued to pay every month salaries of staff under very difficult and challenging circumstances, salaries were paid every month because the Council has to sacrifice a lot of things and benefits of staff, this include discontinuation of payment of Performance Bonuses, employees were not given the salary increase, vacant positions were not filled. All attempts to save the Council from collapsing were frustrated again for reasons that has very little to do with Council's staff and Executive. Agreements were challenged in Court, Management guided by the MANCO decision, in the interest of keeping the Council running spend a lot of money defending this institution in Court. All Council's staff were put under severe pressure especially Agents and Executive led by the General Secretary. With your support, dedication and loyalty we have achieved success in our endeavours. The budget and funding model of the Council is about to be finalized this will be supported by some Parties unfortunately some of our Parties will still oppose any decision that seeks to address Council's financial challenges.

MEIBC was blessed to have Humphrey Molemoeng as our General Manager in Finance and Administration, he was one of the best we have ever employed, he fought to keep the Council operating, he with the support of EXCO did everything legal including reporting to various Constitutional structures of the Council the financials challenges of the Council and all steps we have taken, to save this institution. Management was accused of using CBL money to run day to day of the Council, uses interest generated by different accounts of the Council and wasting Council money by opposing cases against the Council cases that were threatening the very existence of the Council. We requested Humphrey to stay little longer when he was ready to leave the Council. We miss him but wish him all the best with his new endeavours.

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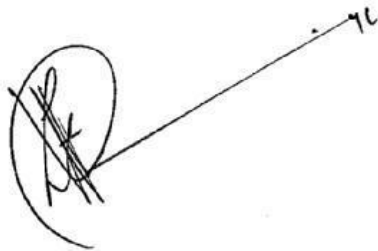
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In conclusion we again remind all our employees that we have decided that 15 of December 2016 will be last day at the office, the period between the 19 and 23 December 2016 will be manned by the skeleton staff. All our offices will be back to full operationally as from the 3 January 2017,our employees are reminded that MEIBC and the entire Bargaining Council system is here to stay, therefore there is no reasons to start pressing panic buttons and jump the ship.

We wish all of you a very wonderful and Prosperous New Year ahead and may we all work together this way every year and bring more success to MEIBC and Centralized Collective Bargaining, this won't be possible without your efforts and cooperation.

Yours in support of Centralized Collective Bargaining.

A handwritten signature in black ink, consisting of a large, stylized 'T' and 'M' intertwined, with a long horizontal line extending to the right.

Thulani Mthiyane  
**MEIBC General Secretary**