SAOU
DIE VERANDERING IN ONDERWYS
THE CHANGE IN EDUCATION

DRINGEND / URGENT

VRYSTAAT / FREE STATE

AAN / TO: **SAOU WERKPLEKVERTEENWOORDIGERS / SAOU SHOP STEWARDS**
AANDAG: ATTENTION: **ALLE SAOU LEDE / ALL SAOU MEMBERS**
Nuusbrief 20 van 2018 / Newsletter 20 of 2018

SAOU VRYSTAAT STEMMINGSUITSLAG MANDAAT: "WORK TO RULE"	SAOU FREE STATE VOTING RESULT MANDATE: WORK TO RULE
SAOU Vrystaat het alle lede in **Nuusbrief 18 van 2018** ingelig rondom die beoogde arbeidsaksie wat beplan word by wyse van die **"WORK TO RULE"** aksies. (Kliek hier vir die Nuusbrief)	SAOU Free State informed all members in **Newsletter 18 of 2018** regarding the intended labour action planned through the **WORK TO RULE**. (Click here for the Newsletter)
SAOU se Grondwet vereis die volgende in subartikel 25.3.7:	**SAOU's Constitution requires the following in subsection 25.3.7:**
25.3.7. The Union shall, before calling a strike, conduct a secret ballot of those of its members in respect of whom it indends to call the strike. (Section 95(5)(a) of the Labour Relations Act, 66 of 1995.)	***25.3.7. The Union shall, before calling a strike, conduct a secret ballot of those of its members in respect of whom it indends to call the strike. (Section 95(5)(a) of the Labour Relations Act, 66 of 1995.)***
In Nuusbrief 18 van 2018 is alle lede die geleentheid gebied om aan 'n stemming deel te neem om 'n **FINALE** mandaat te bekom t.o.v. die bogenoemde arbeidsaksie.	In Newsletter 18 of 2018, all members were given the opportunity to vote in order to obtain a **FINAL** mandate of the above-mentioned labour action.
Die uitslag van die stemming is soos volg:	**The outcome of the election is as follows:**
Daar het tot op hede 647 SAOU Vrystaat lede aan die stemming deelgeneem. *599 (92.6%)* van die lede het aangedui dat hulle SAOU Vrystaat 'n mandaat bied om die "WORK TO RULE" aksies uit te voer.	**To date, 647 SAOU Free State members have taken part in the voting process. *599 (92.6%)* of the members indicated that they provide a mandate to SAOU Free State carrying out the WORK TO RULE labour action.**

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A.g.v. die baie hoë persentasie van 'n postiewe stemming, noodsaak dit die SAOU Vrystaat om alle lede in te lig dat ons amptelik 'n mandaat bekom het vir lede om die "WORK TO RULE" aksies te ondersteun.

SAOU Vrystaat gaan die volgende aksies uitvoer:

- **Alle lede word hiermee ingelig dat u aan dié arbeidsaksies kan deelneem.**
- **Die Hoof van Onderwys (Vrystaat) sal vandag, 11 Mei 2018, in kennis gestel word van die SAOU se besluit om aan die arbeidsaksies deel te neem.**
- **SAOU Vrystaat staak alle huidige onderhandelinge, kontak en aksies met die DvO Vrystaat, todat aan die vereistes voldoen word.**
- **SAOU Vrystaat staak alle werksaamhede en onderhandelinge binne die Provinsiale RAVO kamer as deel van die CTU-ATU.**

Die "WORK TO RULE" aksie behels die volgende:

- Alle SAOU lede in die Vrystaat het die amptelike reg om deel te neem aan die **"WORK TO RULE"** arbeidsaksies. (**Verwys na die definisie en inligting van die aksies in Nuusbrief 18 van 2018.**) **Kliek hier**
- Die SAOU Vrystaat lede het die reg om vanaf **Maandag, 14 Mei 2018**, deel te neem aan die **"WORK TO RULE"** aksies by alle Onderwysinstansies in die Vrystaat todat die SAOU Vrystaat se kantoor die aksies opskort.
- **Alle lede moet slegs binne die bepalings handel soos uiteengesit in Nuusbrief 18 van 2018.**
- Ons moedig alle skole aan om hulle leerders, ouers en onmiddelike gemeenskap in te lig van dié arbeidsaksies om onnodige verwarring te voorkom.
- **Geen persoon het die reg om enige SAOU lid wat aan die arbeidsaksies wil deelneem of NIE wil deelneem te verbied, te verplig, intimideer of te weerhou daarvan nie.**

Due to the very high percentage of a positive votes it necessitates SAOU Free State to inform all members that we officially have a mandate to support the WORK TO RULE actions.

SAOU Free State will carry out the following actions:

- **All members are informed that they may participate in these labour actions.**
- **The Head of Education (Free State) will be informed on 11 May 2018 of the SAOU's decision to participate in the labour actions.**
- **SAOU Free State discontinues all current negotiations, contacts and actions with the DoE Free State, until our demands are met.**
- **SAOU Free State discontinues all functions and negotiations within the Provincial ELRC chamber as part of the CTU-ATU.**

The "WORK TO RULE" action involves the following:

- All SAOU members in the Free State have the official right to participate in the **WORK TO RULE** labour actions. (**Refer to the definition and information of actions in Newsletter 18 of 2018.**) **Click here**
- The SAOU Free State members have the right to participate in the **WORK TO RULE** actions at all educational institutions in the Free State as from **Monday, 14 May 2018**, until the SAOU Free State's office suspends the actions.
- **All members must only comply with the terms set out in Newsletter 18 of 2018.**
- We encourage all schools to inform their learners, parents and immediate community of these labour actions to avoid unnecessary confusion.
- **No person has the right to prohibit, compel, interfere or withhold any SAOU member who wishes to participate or NOT participate in these labour actions.**

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REG NO: LR2/6/2/531

- Die SAOU Vrystaat sal die lede in kennis stel wanneer die arbeidsaksies wel opgeskort kan word.
- **Ons versoek alle SAOU Vrystaat lede om deel te neem aan die gemandateerde arbeidsaksies sodat EENHEID in arbeid getoon kan word.**
- **SAOU Vrystaat sal voortgaan om die "WORK TO RULE" arbeidsaksies te ondersteun todat:**

➢ **Die DvO alle uitstaande gelde, subsidies en salarisse tot op datum betaal het en ons 'n skriftelike bewys hiervan ontvang het.**

➢ **Dat die DvO die beoogde vergadering tussen arbeid, tesourie en die DvO sal reël om oplossings te vind t.o.v. die huidige finansiële probleme wat in die DvO Vrystaat ervaar word.**

➢ **Die DvO alle skole, individuele lede skriftelik in kennis stel van die betalings van uitstaande gelde.**

SAOU Vrystaat sal ook die media betrek t.o.v. dié aspek sodat die gemeenskap in die Vrystaat ingelig sal word t.o.v. die redes hoekom ons lede genoodsaak is om aan die arbeidsaksies deel te neem.

Ons hou u op hoogte t.o.v. die verwikkelinge in die verband.

KOM ONS STAAN SAAM!

- The SAOU Free State will notify the members when the labour actions can be suspended.
- **We request all SAOU Free State members to participate in the mandated labour actions so that UNITY can be shown in labour.**
- **SAOU Free State will continue to support the WORK TO RULE labour actions until:**

➢ **The DoE has paid all outstanding fees, grants and salaries up to date and we have received written proof of these payments.**

➢ **That the DoE will arrange the intended meeting between labour, treasury and the DoE with regard to finding solutions concerning the financial problems experienced in the DoE Free State.**

➢ **The DoE informs all schools, individual members of the payment of outstanding fees in writing.**

SAOU Free State will also involve the media in relation to the aspect so that the community in the Free State will be informed about the reasons why our members are forced to participate in the labour actions.

We will keep you posted regarding the developments.

LET US STAND TOGETHER!

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