

**MINUTES OF THE BOTSWANA UNIFIED LOCAL  
GOVERNMENT SERVICE ASSOCIATION CENTRAL  
EXECUTIVE COMMITTEE MEETING HELD ON 14  
NOVEMBER 2003 AT MAHALAPYE R.A.C.MEETING  
ROOM AT 08:00HRS**

PRESENT WERE;	TEL/CELL	ADDRESS
D.Kanje President	71659302	Bag 02 Mahalapye
M.S.Motelebane Secretary General	6874166/040 / 72213899	Bag 006 Gumare
M.Mokalake Treasurer General	5440217/71697735	Bag 2 Kanye
M.Noga Publicity Secretary	2411905/71404322	<a href="mailto:moshe-noga@yahoo.co.uk">moshe-noga@yahoo.co.uk</a>
J Kolagano Consultative member	2489242/71636366	<a href="mailto:kolagano@hotmail.com">kolagano@hotmail.com</a>
S.Kedise Consultative Member	3102281/71631941	Bag 11 Mochudi
B.S.Kgomotso Additional member	71748399	
N.Lefenya Palopalo Chairperson w/w	880360/72173108	Box 217 Jwaneng
N Ramasia Additional member	3908951/72199905	Bag 089 Gaborone
O.K.T.Mantle Recording Secretary	6540061/71552719	<a href="mailto:olsonman@yahoo.com">olsonman@yahoo.com</a>
O Lebang Assisstant Secretary w/w	2415605/71631941	Bag 40 F/Town
M.Maake Becording Secretary w/w	3657512/72226624	Bag 89 Gaborone
P.Norweb Vice Secretary w/w	71621590	Bag 89 Gaborone

The meeting started with a tour to Shoshong to enable the C.E.C view/inspect the conference venue as well as to meet the school management.

**BUL/CEC35/03 - PRAYER;** Member S Kedise led the meeting in prayer.

The President in his welcome requested for the delay in the C.E.C agenda to allow for the briefing on the conference preparations by the Regional Chairperson and the Women's Wing.

### **The Regional Chairman**

- ❖ The conference would be held at Shoshong Senior Secondary School.
- ❖ They have been given permission to use the girls hostel, multipurpose hall, and kitchen .The school kitchen staff(cooks) would be used, however B.U.L.G.S.A is to pay for any overtime incurred.
- ❖ The only anticipated problem is that of water but there is provision to bows if the need arise.
- ❖ The village Kgosi has been informed of his role to welcome conference participants.
- ❖ The clinic in the area has been informed.
- ❖ The police (central/local) have as well been informed.
- ❖ The school Administration has allowed for fundraising in the school premises.
- ❖ The Region has arranged that Mahalapye clean the premises on 6/12/2003 and to be joined by other branches on 7/12/2003.
- ❖ The Region has prepared for 500 people.
- ❖ The budget and menu still to be discussed with the School Administration.
- ❖ The branch is still looking for the public address system and podium.

### **WOMENS WING REPORT.**

The Chairperson of the wing presented the report as per their recommendation of the meeting held on 14/11/03 as follows

Official opening will be done by Mme Botlogile Tshireletso –Chairperson Women's wing B.D.P.

Theme paper –Officer from Emang Basadi, however the officer has requested to be assisted as follows;

- P200.00 petrol
- P190.00 accommodation
- P19.00 breakfast

Regarding the above request the meeting accepted to assist on petrol only.

The W/Wing reported to have approached Banks to open a trust account for the amputee (Lady Motsumi) and that the Media would be involved in helping to generate funds.

This proposal was not accepted in view of the complexity of the TRUST ACCOUNT requirements

The Wing requested to be allowed to keep the other key for the post box ,however it was made known that the key would be kept by the Vice President who is staying in Gaborone and as such the Wing Secretary or however should always liaise with him.

The W/Wing Executive reshuffling to fill vacant posts was presented as follows

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	<b>PROPOSED</b>	<b>C.E.C approved</b>
Secretary	Miriam Maake –Secretary	Recording
	Ndu Matlodi – Vice Secretary	
	Ontiretse Lebang - Recording Secretary	Secretary
	Sandy Molosiwa – Additional Member	
	Mrs Regonamanye – Additional Member	

It was then resolved that the following members make the advance team to help and foresee the preparations for the conference (Treasurer General, Publicity Secretary, W/wing Chairperson and Secretary).

Having finished their presentation the W/wing members were excused

#### **BUL/CEC/03/2003 CHAIRMAN'S REMARKS**

The President in his opening remarks welcomed members to the meeting reminded them of the national address by The President of Botswana . He reported that he has been interviewed by BOPA and has made his observations but that was only on a BULGSA Presidential position.

- ❖ The meeting was informed that there was nothing for BULGSA to celebrate about since the increment is not clear on how it would benefit the membership. The meeting was further informed of the pending issue of the O&M and its link to the De Villiers.
- ❖ The address shows a punishing position by Government.
- ❖ The President further informed the meeting of a meeting that was held with the Establishment Secretary.
- ❖ The proposal from NETCARE 991
- ❖ Letters written to some members in Masunga following their hearings and that BULGSA had tried to contact their lawyers to stop these hearings since the Association was not represented nor invited but were not successful and that this matter will still be pursued and advised that a letter be written to all branches informing them of the need to inform members to always demand Balsas representation on all matters related to the 2002 strike action. The

meeting was further informed of Mme Naledi Ramifies departure for further training in the UK for 4yrs and took that opportunity to thank her for the good commitment she had shown in all the assignments she had been given and informed her that she will be missed but are hopeful she will come back and continue with the activities of the association with more skills and armory.

- ❖ Rre Kokotetso was introduced as an additional member in place of Mr. Khunou who had declined the co option to the CEC.
- ❖ The President raised concern on how the persistent view of the Secretary General on the filling of the post created by the resignation of Mr. Lebitsa from DLGSM employment and BULGSA. The President encouraged members of the CEC to be united on the issues addressed to the general membership and to avoid avoid using confusing issues for the individuals future promotion.
- ❖ The President ended his remarks by reminding the meeting that the Job Evaluation crisis should be made clear to members that BULGSA has totally rejected the exercise and cannot in anyway intervene on the catch 22 situation affecting the members .

#### **COMMENTS ON THE PRESIDENT'S REMARKS.**

Additional Member: The Job Evaluation issue was addressed at the Maharaj workshop where cadres were advised to group themselves outside the BULGSA direct involvement and informed the meeting that Bye Law has already to see how best they can pursue their case in view of the advice given at the **LEADERSHIP WORKSHOP**. The member then requested the meeting to welcome the newly co opted member (Kokotetso) to the CEC.

**SECRETARY GENERAL;** Has been called by the media to know how BULGSA reacts to President Mogae's nations address but has told them that they would get that information after today's meeting. The Sec.Gen. observed that on O&M he sees another war with Government like that on Job Evaluation and therefore should brace ourselves for another long fight.

- ❖ The issue at Masunga is a concern in that the Administration involved the branch executive without informing what would be the after effects (consequences) of filling this form and that the case has been given to the attorneys but has advised that it would be difficult to convince the court since our members have indeed accepted they were absent from duty by signing the form
- ❖ He has been and is still of the view that we should seek legal advice on the filling of Presidents position and the appointments made thereto.

- ❖ Acknowledge that he has been calling the President on numerous occasions questioning the CEC decision on reshuffling but that does not mean one is not committed to oneness or team work.
- ❖ The CEC should always be made aware of any burning platform/issue whether written or verbal nor matter how small it could be.

**CONSULTATIVE MEMBER:** Has observed that people holding leadership position at branches are not aligned to the Association and are the ones misdirecting. The membership and that for the conference it has to be clear that no motion raised and has not been properly tendered should not be allowed.

**PUBLICITY SECRETARY:** Is of the belief that there is not enough feed back from supervisors and that there is need to find out why was the wrong approach used for the Masunga case. The member emphasized the need for collective responsibility and should try as much to keep CEC information confidential always.

The address has not come up with anything to address the problems of the worker but just came with confusing figures. It is therefore very important to create anger amongst the membership towards the President's nation address

**CONSULTATIVE MEMBER:** The Regions and branches have been written and informed of the CEC decision and therefore the CEC structures should be left as they are.

**TREASURER GENERAL:** The concerns of members querying the decision taken by the CEC to reshuffle the committee should be looked at and seen to prove the existence of democracy in BULGSA and that the CEC should always be confident of their decision taken at the Gaborone (CEC meeting) and therefore should not waste money on seeking legal opinion. However people must be allowed to express their opinion at the conference and appropriate action/decision taken.

- ❖ The meeting was further advised to know the constitution is the supreme guiding document and that, the members can always call for amendments of any clause that they think is undemocratic. About President Mogae's speech it has no structural considerations by salary increment of significance to us at the moment until justice has been done to the Job Evaluation and O&M. BULGSA should go to the Joint Staff Consultative meeting on a no compromise position to tell Government to implement O&M with immediate effect as was approved by Cabinet .It should be approved whether PROFFESIONAL MATRIX or BOTSWANA COMBI.

**BUL/CEC/37/03 A.G.C AGENDA** The programmed was discussed and the following issues were addressed:

The briefing notes for the Guest Speaker. Secretariat to see the notes are availed.

**RESOLUTION** The Programme was then adopted.

### **CENTRAL EXECUTIVE COMMITTEE STAND ON PRESIDENT MOGAE SPEECH TO PARLIAMENT**

- ❖ The unitary pay structure does not in anyway address the disparity between Central and Local Government employees since Local Government employees have not yet benefited from O&M and therefore there was no need to link O&M to de Villiers.
- ❖ The President's speech shows Government plans to increase tax (no tax reforms) thus making the pay structure of no use to the worker since Govt. had not made any salary increament and as such should not have been made to come in April 2004.
- ❖ Very concerned of the way Government waste money on unnecessary commissions.
- ❖ Government should desist from threatening statements like workers should never complain.
- ❖ Very discouraged by the Presidents speech on the autonomy of councils (no amendments made to enable councils make own plans of revenue).
- ❖ BULGSA still don't approve the de Villiers commission and as such there is no way Govt. can claim they were arm twisted to release the report. BULGSA is still calling for the Job Evaluation.
- ❖ It is time for Govt. to create a (4) state organs to free Local Authorities from over depending on Government.
- ❖ Privatization affects the fate of workers but are not (workers) not represented in PEEPA.
- ❖ Government to stop the exportation of raw materials but instead process them as a way of reducing unemployment.
- ❖ The Radio Botswana –MASA A SELE should not have been stopped as it was the only programmed that allowed people to express their views freely.
- ❖ Government should undertake a comprehensive land use study since it shows workers have accommodation problem since there is no land to build houses.
- ❖ BULGSA is convinced there is no social justice in the way Govt. treat workers issues (privatisation is profit driven and very anti labour).

The President had not told the nation the truth when saying they will have to make some cost recovery due to the salary increase because the cost recovery had all along been Government plan as way back as 2002.

- ❖ Government believes they have addressed equity but this is not so since the increase will benefit only those at the top (high scales) despite the fact that shops don't look at salary per grade.
- ❖ The minimum take home has been drastically reduced by the increases in medical fees, rent and VAT
- ❖ The Government has not clarified how Parliament has to forgo some of the projects because this is just another way the Government is trying to create hatred of workers by the nation.

**BUL/CEC/38/03: REPORTS**

**PUBLICITY SECRETARY:** No material for the news letter.

**BUL/CEC/39/03 CORRESPONDENCE:**

- Complaint letter regarding DLGSM DIRECTIVE No 3 Amendments.
- Tshwaragano Project
- Quotation for T shirts (was not accepted) since it required advance payment.

In his closing remarks the President again thanked Mme Naledi Ramasia for her contribution in the affairs of the association and wished her the best during her studies.

The President further reminded the meeting of the need to go to the Annual General Conference as a team and all a safe return journey.

The meeting closed at 16:30 with a prayer by Cde. Shongwe.

SIGN:.....  
CHAIRPERSON

SIGN:.....  
SECRETARY