

**MINUTES OF THE BOTSWANA UNIFIED LOCAL GOVERNMENT SERVICE  
ASSOCIATION GOVERNING COUNCIL HELD AT PALAPYE SUB LAND  
BOARD CHAMBER ON 19<sup>TH</sup> MARCH 2005 AT 0800HRS**

**PRESENT WERE:-**

P.A.D.S Baeng	-	President
C. Kekgonegile	-	Vice President
M. Motelebane	-	Secretary General
J. Kolagano	-	Vice Secretary General
W.J. Willie	-	Treasurer General
M. Noga	-	Publicity Secretary
O.K.T. Mantle	-	Recording Secretary
B.S. Kgomotso	-	Joint Staff Consultative
N.M. Othusitse	-	Additional Member
A. Madome	-	Additional Member
P. Norwebb	-	Chairperson W/Wing

**Apologies**

J. Sanamolela	-	Joint Staff Consultative
N. Baruti	-	Secretary

NAME & SURNAME	BRANCH	ADDRESS
Tebogo Moalosi Chair	GCC	Bag 0089 Gabs
Sonke Sithole Treasurer	GCC	Bag 0089 Gabs
Orpha Kazondunge Vice Sec.	GCC	Bag 0089 Gabs
Dikeledi Koketso Auditor	MB	Bag 005 Ramotswa
Mbako Masole Chair	SPTC	Bag 001 S/Phikwe]
Geoffrey Luca - Vice Sec.	Sowa	Bag 1 Sowa
Akanyang Majumani - Chair	Sowa	Bag 1 Sowa
Bazwadzi Buchilani	STA	Bag 1 Sowa
Matshwenyego S. Setshego	Bobirwa	Box 334 Bobonong
Seabelo Digate	Bobirwa	Box 334 Bobonong
Setlhare F.G.- Chairman	Ramotswa	Bag 2 Ramotswa
G. Koontse- Cons. Mechinary	Tlokweng	Bag T05 Tlokweng
I. Masole- Treasurer	Ram	Bag 2 Ramotswa
Boitumelo G. Tsimane-Treasurer	Tlokweng	Bag T05 Tlokweng
Onalenna C. Moumakwa -Chair	Molepolole	Bag 6 Molepolole
Atlasaone M. Mangadi	Mahalapye	P/Bag 002 Mahalapye
Fetrica A. Oaitse -Treasurer	Mahalapye	P/Bag 002 Mahalapye
William Nyika	Tlokweng	Bag T05 Tlokweng
I. William -Chair	F/Town	Bag 40 Francistown
Festus Diane -Treasurer	F/Town	Bag 40 F/Town

Gloria Dubani -Secretary	F/Town	Bag 40 F/Town
Charity L. Chuma -Treasurer	Lobatse	Bag 28 Lobatse
Banagotlhe M. Mositiemang	Lobatse	Bag 28 Lobatse
Ditshupo Tlotleng -Chair	Lobatse	Bag 28 Lobatse
Banyana Sethatho -Secretary	Tutume	Box 47 Tutume
Onalenna Ratshepe -Treasurer	Tutume	Box 47 Tutume
Pelotheri Medupe - Chairman	Tutume	Box 47 Tutume
Johannes E. Selaledi -Treasurer	Kanye	Bag 002 kanye
Augustin Kaisara -Chairman	Kanye	Bag 002 Kanye
Sikhumbuso C. Nambe -Chair	SPTC	Bag 001 S/Phikwe
Bethuel Moatshe	SPTC	Bag 001 S/Phikwe
Oarabile L. Ngwako	Kanye	Bag 002 Kanye
Margaret Magama -Secretary	Letlhakeng	Bag 003 Letlhakeng
Balu O. Tupane -Treasurer	Letlhakeng	Bag 003 Letlhakeng
Galebotse Ramoka -Secretary	Maun	Bag 001 Maun
Carlo Mabuku -Treasurer	Maun	Bag 001 Maun
Pelontle R. Omphile- Chairman	Maun	Bag 001 Maun
Timothy C. Moesi- Treasurer	Hukuntsi	Bag 12 Hukuntsi
Mosupi Piet -Vice Chairperson	Hukuntsi	Bag 12 Hukuntsi
Kegopotswe Mayana-Chairperson	Palapye	Bag 0072 Palapye
K.M. Aleseng - Secretary	Palapye	Bag 0072 Palapye
Derrick Segaetsho- Chairperson	Mahalapye	Bag 002 Mahalapye
Keletsositse Olebile		Gaborone
Pontsho Lenong - Secretary	Kgatlheng	Kgatlheng
Bakang Motshwegwa	Kgatlheng	Kgatlheng
Godiraone Basima - Treasurer		Molepolole
Lerato Chengeta- Secretary		Molepolole
P. Phuduhutshwana - Chairperson	Serowe	Serowe
Leach Lekula - Chairperson	Goodhope	Goodhope
Gaolape Ogotseng -Secretary	Serowe	Serowe
Mpotsang G. Mpotsang- Chair	Tsabong	Bag 005 Tsabong
Moitiredi Moitlhabi -Treasurer	Tsabong	Bag 005 Tsabong
Segolame Kgosimodimo- Sec.	Tsabong	Bag 005 Tsabong

BUL/GC/1/05      Motto Song: Gaborone Branch  
Prayer: S. Sithole

Self Introduction

BUL/GC/2/05      **Welcome Remarks** -      Regional Chairperson

In his welcome remarks he greeted the meeting in the name of BULGSA. He took the moment to remind the members of the

setswana saying that “Sago la moeng le bewa ke la mong gae” and was hopeful that even though there was no central point where the delegates had lodged, it has to be noted that the most important thing is what is it that you have come to talk about what affects your welfare and then welcomed the members to the meeting and the region.

BUL/GC/3/05

### **President’s Remarks**

Greeted the meeting with the usual BULGSA slogan and informed the meeting that the meeting here today is the first of its kind of the governing council and that, this is the most important meeting where decisions would be made and that, just like the laying of the rail line this meeting is very important and that the Presidential address would just be like that of the President of Botswana state of the nation address which always needed the uninterrupted attention of each and every member.

The President reminded the meeting that the elections are a thing of the past and urged all those who have won or lost, to know the agenda for now is to see the entire membership rally behind the leadership in the entire period of their term of office to enable the executive fulfill their election manifesto’s agenda. The meeting was informed that the lobby groups should always disband after the election and that any groupings that continue not to show disrespect towards the executive leads to functions which is gross indiscipline.

The meeting was informed that the CEC has now come up with a new motto of “DELIVERY” and that this should now be adopted by the entire structures of the association and further that there is concern that some branch executives have not arranged to call for elections by the end of March should know they may be punished for that and assured the meeting that 2005 will be a very good and enjoyable year for members as there would be a lot of contact as a means of information dissemination. The President said there is a lot to be expected in the direction the association is going/taking and as such the songs and wordings used are done in the interest of oneness. The President reminded the meeting of the no political party politics into BULGSA and that any member who may want to bring this type of ideology into BULGSA will be dealt with and thus reminded members of the working class ideology otherwise BULGSA would be accused of siding with and party on any issue. The President further reminded the meeting of the membership centered governance which put forward each and every member of

the association at the forefront. The meeting was advised that membership centered governance requires a lot of reading to reduce the use of common sense. The meeting was further informed that the motions and resolutions taken at Gantsi 2004 A. G. C. have been look into by the CEC however there is need to revisit the way resolutions are presented (some are repetitive and not researched.)

The President further advised the meeting of the need not to only condemn government and leave the private sector and raised concern in the way banks charges impact on our members. The President suggested that before the end of the year BULGSA should hold demonstrations to make the communities aware of this unjust practice.

The President went on to remind the meeting that at CEC it has been decided that there will be no reshuffle of cabinet and instead where-ever there are vacancies they will be filled by members outside the CEC.

The President raised a concern that the CEC has information that some branch executive committees are paying themselves allowances and that, if there are any branches which have been doing that they should start calculating how much has been paid out and the funds reimbursed.

The meeting was further informed that BULGSA is undergoing a major transformation in its quest to unionize (BLAWU). The members were informed that there is a lot of work going on at the CEC in the form of compilation of; history of BULGSA, all the court cases, all annual general conferences THEME'S from 1974 to date and that the task forces will be formed and would be made up of all the structures of BULGSA.

The meeting was informed that a task force has been formed to review he Electoral procedures of the BULGSA.

The meeting was informed that the Publicity Secretary is working on a draft charter of the working class ideology.

A delimitation commission will be formed to look into the existing boundaries of branches and regions and closed the meeting with an advice to members to always read to reduce over dependency and control by those who have knowledge and information because they read.

BUL/GC/4/05

**Presentation by Letshego officials - Ambrose (loans) & Olebile Batsalelwang (Legal Guard)**

**Ambrose from loans**

The Regional Manager (north). The meeting was informed that the Letshego/BULGSA relations has been in existence for a very long time and should not in any way be associated or compared to cash loans. Letshego is listed in the Botswana Stock Exchange and as such there is no way Letshego can run away with member monies.

Letshego give loans up to 20 000.00 and has come up with a new product P 60 000.00 executive loan whose intension is to compete with banks on interest. Letshego has recently introduced a product of credit air time which helps members get air time where ever they are. The credit airtime is determined the same way as loans.

OleBILE - Legal guard is a subsidiary of Regent Insurance. The Legal guard product has started to help councils/Land board employees individually but would like to encourage BULGSA to advocate for their members to make use of the product. Letshego has come up with a proposal that will be for the BULGSA member and would like BULGSA to come up with a code for deduction which would directly benefit the association.

Legal guard premium is P49.00 per month but a BULGSA member could benefit from the P35.00 specifically designed for the association when a member joins. The association would get P5.00 for managing a deduction facility, and all those members already in the scheme would benefit the same way as new BULGSA members.

**Questions and comments**

What is the maximum cover?

What would happen if someone loses a job?

**Responses**

Letshego legal guard would offload those members already in the scheme and have the P49.00 reduced to P35.00.

The maximum cover is P35 000.00 and Letshego Legal guard has a 3 months lapse on which if you don't pay the membership seizes.

The cover has a waiting period of 3 months (effects after 3 months) however, the legal advice is indefinite. Legal guard operates just like any other fund (medical aid and insurance).Legal guard does not cover divorce cases.

In summing up the presentation the Vice President informed the meeting that the existing contract with Letshego is being reviewed at P12 000.00 - Base performance sales - P 5 000.00 marketing collections and further advised the meeting that Letshego is concerned of some members skipping monthly payments and that some authorities Lobatse and Francistown are charging Letshego 2.5 handling. BULGSA stands to gain P25 000.00 on Letshego Legal guard deal.

### **Resolutions;**

Resuscitate the Otse resolution on the formation of own cooperative credit society and eventually terminate the contracts, and a task force be formed to look into the modalities (Treasurer General and Region 2 Treasurers) and to report back to CEC in three months.

### **Resolution**

Letshego Legal Guard proposal adopted.

## **BUL/GC/5/05      JOB EVALUATION JUDGEMENT**

Before the presentation the Vice President informed the meeting that there is concern that some security personnel (special branch officers) has been following and harassing some of our members to disclose certain information about BULGSA and members of CEC whereabouts however members were advised not to fear anything and only give them the contact of the Secretary General.

### **COMMENTS ON PRESIDENTIAL SPEECH**

#### **Member Serowe:**

What would be the method used to fill the vacancies in view of no reshuffle,  
Agrees there is need for branches to give CEC the most reliable and trusted faxes.

**Member Palapye;**

Agrees there is need to give membership to have a say in the filling of vacant posts and that there is need to review the constitution and electoral process to make them democratic.

**Member Kanye:**

Is of the view there is need to review the constitution but thinks there is need to let the status quo to give the President the control on the CEC members performances.

In response the President commented that, the President cannot undermine the mandate of the electorate.

In regard the use of the constitution there has not been any change into the constitution despite the many amendments.

Adding in the above concerns the Secretary General agrees with the President that only the members can remove an office bearer through a motion of no confidence.

Regarding the mails it has impressed amongst the meeting that branch executive members to forward their contact addresses and that the registry personnel at councils and Landboards should be made aware of the type of letters to be for the Executive office or for branch and on how to distribute.

**JOB EVALUATION JUDGEMENT**

The Secretary General reminded the meeting that branches have been given copies of judgement with instructions that they meet and discuss the way forward.

Kanye proposed that the case be appealed.

Kgatlung suggested that it would be more proper to have sought legal advice.

Molepolole and Lobatse supported Kgatleng on the understanding that there are more deserving projects.

The President and Secretary General advised the meeting that the attorney's opinion after the judgement in Lobatse was that there are

more points for appeal. The Secretary General further promised that the CEC would send copies of the affidavits to branches to see for themselves.

### **Resolution**

- BULGSA to appeal the Job Evaluation court judgment
  
- Branches to contribute P 1 000.00 towards the appeal and that for any additional funding towards the case the CEC to contact branches.

A member from Serowe raised a concern that some branches still don't have access to their accounts but was advised that those branches that had not elected should make use of old signatories.

**That all branches to have paid within 10 days (by 31/03/05).**

**BUL/GC/6/05**

### **CORONATION AND GOLDEN BRIDGE**

The Secretary General presented that BULGSA, BTU, BCSA and BOFESETE have agreed to form an asset management company. The company is called Coronation and the 4 associations have agreed to jointly form a company with Coronation. The share holdership stands as Coronation 51 the 4 associations 45 and 4 to employees of the company with each association holding 11.25 shares and the associations have registered a company called Bojammogo which it is expected will as well compete for the management of the pension fund. The Secretary General further reminded the meeting of the BULGSA Vision 2004 on recommendation for an asset management and a sound financial base.

The Treasurer General informed the meeting that the good thing about this company is there are no funds needed from BULGSA in the form of a starting capital.

### **COMMENTS**

A member from Kgatleng thanked the leadership for the briefing and suggested that there is need to know the biography of the company and that ordinary members should be allowed to buy shares.

### **RESPONSE**

The company was picked after through scrutiny. Coronation holds pensions for big companies like De Beers and has offices in Europe and has helped the workers in Namibia establish their own company. The company holds a 51% share since it contributed all the funding whereas the associations have contributed no funds. Regarding the concerns raised by the other competing companies on the issue of conflict of interest the associations have already written through a lawyer declaring interest. The voting in the Board is equal with Coronation 7 and associations 7 members.

### **GOLDEN BRIDGE**

Is a company like Letshego and contributes P 20 000.00 annually to BULGSA. The Secretary General reminded the meeting of the Treasurer General's conference report that they have already paid forward. The company is simply requesting the branches to keep the application forms for administration and that they pay P50.00 to the branch account.

### **Resolution**

That all branches to keep and distribute application forms to applying members.

BUL/GC/7/05

### **DEBTS AND SETTLEMENTS**

The Treasurer General submitted a list of branches owing being for subscriptions, T/shirts as 378 616.80 and 121 335.00 respectively. Branches were informed that the letters sent to them had requested delegate to bring cheque books with them to address the Gantsi conference resolution that all debts be paid by 31/3/05.

BUL/GC/8/05

### **PRESENTATION ON THE SECRETARIAT**

The Secretary General and Treasurer General presented a proposal/budget amounting to P99 295.00 being for the

establishment of an office to reduce the association being looked upon as a briefcase run association and that the CEC has decided to open an operating/admin) office, and have written to sister associations requesting for office accommodation and has been offered office space by BTU. On the personnel the posts will be advertised and is open for all BULGSA and non members.

**Resolution:**

Budget and establishment adopted.

BUL/GC/8/05

**PRESENTATION ON HEADQUARTERS**

The Vice President as the Task Force leader presented a ground plan of the proposed offices at Mogoditshane. The main buildings when complete would allow for the proposed structure to be rented out.

**Resolution:**

Plan adopted.

BUL/GC/9/05

**FINANCIAL MANAGEMENT**

The Treasurer General presented the issue on financial management. The Treasurer General indicated that there is a lot of irregularities in the way branches use association funds against the requirements of the BULGSA financial policy. The Treasurer General report has been reporting only on the CEC financial positions. The structures have to all report (branch region and CEC) therefore for the 2005 the Treasurer General report will encompass all the reports. The branches were further reminded to operate the current accounts as against the savings accounts.

The Treasurer General further indicated that some branches have indicated that there are no monies in their accounts despite the resolution that all branches have to have a bank balances equal to 30% and that there would be a workshop in the near future where the operations would be uniform and standardized.

In addition the President indicated that there is need to have an inventory of all the association's assets, management record and an Audit Unit (independent). The CEC has for now appointed Ms Keketso as Auditor General.

Keketso in her submission indicated that their experience has always shown that there is a problem of proper handover, and records to refer to. Most books of accounts were only prepared once (for the conference). Branch reports were not audited by regional auditors.

Branches were allowed to use council auditors to audit branch financial reports, who in most cases passed and signed the books despite some irregularities. Branches were not keen in utilizing the services of the appointed auditors.

### **COMMENTS**

#### **Member Serowe**

The workshop (intended) is a good development since there is a lot of difference in the reporting and therefore this workshop would help to standardize. The financial report should not be for the Branch Treasurer and should be for the entire branch executive committee.

There is a need to keep an eye on the use of the association's funds to reduce the lack of confidence by members. It was further suggested that branches coordinators visit their branches.

### **RESPONSE**

A resolution was taken at the Tonota Annual General Conference that regions should have their own accounts and that the regions pay P 5 000.00 yearly to Central Executive Committee.

The Publicity Secretary informed the meeting of the appointment of BULGSA discipline sub committee and its resolutions.

BUL/GC/10/05

### **PRESENTATION ON TASK FORCES**

The Publicity Secretary presented.

**Task force on the Reforms on the Conduct of Annual General Conference - 2005.**

Chairpersons - J. Kolagano, Chairperson Region2 and two other members.

**Taskforce on Rules and procedures on Elections – 2005.**

Chairperson N. M. Othusitse, Chairperson of region 1and 2 members.

**Taskforce on Presidential Awards – 2005**

Chairperson - Recording Secretary (Mantle), Chairperson of Region4 and 2 members

The Assistant Secretary General presented the allocation to committees as follows: -

NEMIC = Secretary General

BPOMAS = President

Pension Fund = President

NAC = Assistant Secretary General

POHF = Secretary General and Treasure General

NCC/PSI = President, Secretary General, Chairperson, Secretary W/Wing and Additional Member (Othusitse)

TSC = Consultative Member (Kgomotso)

JPA = Still to confirm

CBC = Additional Member (Senamolelo)

PIEPC = Member Kedise

Disciplinary Committee = President, Chairperson W/W, Treasurer General and Publicity Secretary

Union's Transformation = President and Secretary General

**COMMENTS**

Why not substitute the President by Vice President and that in future all items (materials) to be discussed at the governing council be availed prior to the meeting to enable members to do further findings.

**RESPONSES**

The constitution provides the structure as proposed and where there is need for appeal the AGC is the only body to be used as appeals board.

BUL/GC/12/05

### **PRESENTATION BY MASCOM**

Mr Ferrira - CEO Mascom

Mr Masima - Business Development Manager

Mascom has been operating in Botswana since, has a human resource 157 employees and plan to invest P100 million in upgrading their services in Botswana to be multi used with the cell phone (access to internet, capture and sms same).

Masima - Mascom has signed a contract with BULGSA to allow members to get services see offer letter from MASCOM to BULGSA.

- Bulk sms up to 20 000 by CEC and branch once a month.
- MASCOM can avail technology to help fund raise (sell raffle tickets)

### **COMMENTS**

Why is it that the VAT only affects those in contract whilst airtime bought across the counter gives a bonus.

What has/is happening to the contracts that are existing and how long is the contract.

Why is MASCOM not the ones taking the cells with problems to Nokia house instead of the user to avoid members being charged P200.00 and that MASCOM should expedite the expansion of their network.

### **RESPONSES**

The freebie is a promotional material it is not permanent and the phone is a discount.

All contracts are 24 months loading used to be advanced before could be availed as long as the branch lists are sent

It is in the MASCOM interest that new phones come with new sim cards and MASCOM has a plan to ensure it expands to more areas in 2005, the list of villages to benefit MASCOM website. MASCOM wish is to expedite this project but at time it is delayed by either the business plan or the authorities.

On the issues of the Nokia 2300 branches should compile a list and submit to MASCOM for eventual submission to Nokia.

BUL/GC/13/05

### **PRESENTATION ON COLOURS AND LOGO**

Consultative member presented on the emblem.

The proposal from CEC is that there should not be any big deviation from the existing motto of services and development and have instead added **solidarity** to read Solidarity Service and Development.

**Resolution** on motto - Adopted

**LOGO:** The work has been boxed an addition of a code representing the industry and advocacy. BULGSA has been replaced with BLAWU. The drawing would be in black. The flag to be red (out) black small stripes and gold (center)

**Resolution:** Flag and motto adopted.

Motto song has been to given to branches for them to come up with the composition and that there will be a competition at the 2005 conference and the song that would have won would be the one sang at the Annual General Conference. The motto song and logo would be put in use immediately the BLAWU has been issued with a certificate/approval by the Registrar of Societies. However, as of 19/03/05 the new colours are the ones in use therefore branches are expected to promote them.

BUL/GC/14/05

### **GROUP FUNERAL SCHEME**

**Additional Member:** Presented on the Group Funeral scheme.

BULGSA should as a matter of urgency come up with a scheme for a group funeral cover. The Treasurer General at that point reminded the meeting of a resolution taken at the Maun Mini Conference that a group funeral scheme be entered with Marsh and further informed the meeting that the contract with MARSH is not

existing since Marsh has been taken over by AON however, the AON management has left the doors open for BULGSA to re negotiate.

A member from Kgatleng presented

The presenter was asked if the paper he presented was from the branch but was found to be personal. The member from Bobirwa put the proposal from their branch which was recommending for a P100.00 than P200.00 and that the meeting should avoid personal opinions (presentations) and member from Mahalapye as well put that proposed for the regions to run the funeral of members in their areas and for the CEC to take care of CEC and Ex CEC members.

### **Resolution**

CEC to look for a group funeral cover scheme and to report at the Annual General Conference.

- Regions to spear head the burials at branches and where possible the CEC to be in attendance.
- Branches should report death of members.
- Speakers to those holding a higher office at region or branch
- Branches to contribute P200.00 to a funeral in their region to ensure sustainability and that, other regions to provide moral support (short term).

In closing the Vice President informed the meeting of the resigning of Additional member Madome from Local Government Service and requested the meeting to appoint a member from region 5 as replacement regional coordinator and that it would be wise that the officer be female.

### **Resolution**

That Region 5 to identify and recommend a person to the CEC for eventual co option.

BUL/GC/15/05

### **CLOSING REMARKS**

In his closing remarks the President reminded the meeting of the importance of **delivery** as the slogan for 2005.

The meeting adjourned at 19:30.

Prepared by; O K T Mantle Recording Secretary Date 24/3/05

Sign; Secretary General ~~~~~

Sign; President ~~~~~ Date ~~~~~