

**MINUTES OF THE BOTSWANA UNIFIED LOCAL GOVERNMENT SERVICE
ASSOCIATION MEETING HELD AT LOBATSE MEETING ROOM 23 ON THE
19TH MAY 2005 AT 10:00 HOURS.**

PRESENT WERE

<i>P A D S Baeng</i>	–	<i>President</i>
<i>.G C Kekgonegile</i>	–	<i>Vice President</i>
<i>M S Motelebane</i>	–	<i>Secretary General</i>
<i>J G Kolagano</i>	–	<i>Assistant Secretary General</i>
<i>J Willie</i>	–	<i>Treasurer General</i>
<i>M Noga</i>	–	<i>Publicity Secretary</i>
<i>O K T Mantle</i>	–	<i>Recording Secretary</i>
<i>J Senamolelo</i>	–	<i>Consultative Member</i>
<i>N M Othusitse</i>	–	<i>Additional Member</i>
<i>P Norwebb</i>	–	<i>Chairperson Women's Wing</i>
<i>K N Baruti</i>	–	<i>Secretary Women's Wing</i>

ABSENT WITH APPOLOGIES

B S Kgomotso – Consultative Member

BUL/CEC/14/05 PRAYER

The meeting was led in prayer by Comrade Recording Secretary

Adoption of agenda was proposed by the Vice President and seconded by the Treasurer General

BUL/CEC/15/05 CHAIRPERSON'S REMARKS

In the opening remarks the President informed the meeting that the meeting has been re scheduled to Lobatse instead of it being held in Sowa Township as was planned due to pressing matters and that some members were complaining that the President is now running the affairs of the association by phone and made it known to the CEC that this would not change since telecommunication is meant for this purpose especially where it would not be always convenient to meet.

The President reminded the meeting that there are some members who have committed a lot of their resources to run the affairs of this association and went on to commend those members.

The meeting was informed that the Women's wing has been given a go ahead to prepare to take and play a pivotal role during the no smoking day to be held in Gumare.

The President raised a concern that there are some members who only participate during formal meetings and singled out the Recording Secretary, Consultative members and

Additional member and that in view of that he has directed these officers to compile all motions and the responses, all circulars and to make souvenirs respectively for distribution to branches.

The President applauded the CEC for their achievements in a very short space of time in office but reminded the meeting that there is a pressing need to purchase a vehicle (combi or a double cab) and concluded his remarks by calling for unity.

Comments on the opening remarks

The Recording Secretary acknowledged that there is a communication vacuum and encouraged the President to ensure communication reach all members of the CEC so that they are all abreast with the actions intended to be undertaken instead for things to be a surprise to some to avoid those who always get reports of actions taken long ago to feel marginalized and left out on issues affecting the CEC and also agreed with the President that transport should be an urgent action item for the CEC more so that the association will be operating a full time office.

Response

The President informed the meeting that the only way for him to communicate with all the CEC members would mean that he be subsidized with air time and that he suggests that in the meantime those CEC members around Gaborone be allowed to operate the BULGSA vehicles. The vehicles could be bought by utilizing huge sums of monies held by branches

Consultative member thanked the President for having realized that as CEC we have been making mistakes and that the idea of buying a vehicle should have been an agenda item. The member raised a concern that much of the communication is not in writing and warned that this may in the long run make members loose confidence and gave an example of the Tsunami festival where S/Phikwe branch is still being owed the money that was loaned by the CEC.

The member accepts that there are some issues which are very urgent and could not be delayed but is worried that even those that could wait are given the same treatment.

Response

The Treasurer General reported that the cheque for S/Phikwe branch is ready for collection and this has been communicated to the branch treasurer.

The Assistant Secretary General reminded the meeting that as much as BULGSA would be operating an office, there is a need for branding and that BULGSA should put more focus on asset acquisition. The member emphasized the need for branches to be educated on their membership to the association (CEC visa- vis branches).

The Secretary W/Wing encouraged for more communication to all members of the CEC and that she was in full support of the idea of buying a vehicle. The member raised a

concern that the problem of handover at branches and suggested that branches should as well be encouraged to buy vehicles.

Additional member acknowledged the concern of the President and encouraged that, where there are some CEC members in adjacent areas (districts) information should be easily made to reach every one instead of waiting for it to be reported at the meeting and was in support of the CEC buying a vehicle.

The Secretary General alluded to the frankness shown by comrades which is an indication that there is need to improve on communication so that all members know of decisions whenever they are taken. The member suggested that the Governing council be made aware of the need of some key members to always meet to take critical and urgent decisions. Suggested that branches be made accountable to all the properties they have acquired for BULGSA.

The Vice President felt that the Consultative member's views should be accepted since its another way of checking and balancing things and proposed that the President and the Secretary General be given air time equal to P200.00 and went further to encourage for more acquisition of land and property. The member raised a concern on the way some branches portray (BULGSA image) and gave S/Phikwe as an example.

The Chairperson W/Wing raised a concern regarding communication especially towards the wing and suggested the wing be included for air time.

The Publicity Secretary agreed there is a concern on communication and suggested that all or any form of communication should be followed by consultations. Supports the idea of buying a vehicle with an understanding that we are in transition to converting to a union where the employer would no longer avail the assistance BULGSA is getting.

Resolution:

The President, Secretary General and Women's wing Chairperson be given air time amounting to P200.00 per month.

BUL/CEC/16/05 CORRECTION AND CONFIRMATION OF MINUTES DATED 27/1/05 & 9/3/05

Minutes dated 27/1/05

Page 3 Resolution last bullet, BLGSA to read BULGSA.

Page 5, Resolotion to read resolution.

Page 11, paragraph 1, last sentence possibility to read possible.

Paragraph 2, to replace it between withdraw and he with if.

Unionsation to read unionization.

Page 12, replace his with a and on the kind of that.

The Secretary General Proposed for adoption and was seconded by Publicity Secretary

Resolution

Minutes adopted with the corrections as made.

Minutes dated 9/3/05

Page 1, Attendance list. Remove the names of J Senamolelo, N M Othusitse and K C Baruti from those present and to be recorded as absent with apologies

Page 3, BUL/CEC/SPM/3/05 Handover: bullet 16 remove scent and write adjacent and cancel sent after plot

Bullet 17 20med to read zoned

*Bullet 21 Motswagole Moupo to read Moupo Motswagole and Dingake as attorneys
BUL CEC/SPM/04/05 – Consultative matters: 2003 to read 2005*

Page 6, BUL/CEC/SPM/10/05 Terms of Reference for Task Force

Terms of reference for the Director of Elections to read Terms of Reference for the Task Force on Electoral Reforms.

The Secretary General proposed for adoption and was seconded by Women's wing Chairperson.

Resolution

Minutes adopted with corrections as made.

BUL/ CEC/18/05 ESTABLISHMENT OF OFFICE

The Treasurer General informed the meeting that in line with the proposal made at the Governing Council meeting held at Palapye that the CEC should buy a vehicle the CEC should ensure the vehicle purchased would be convenient to manage in terms of maintenance. It was further suggested that the CEC could still consider buying a second hand vehicle (van or car) from Japan or South Africa. The vehicle should be conventional (for office errands and loading of equipment). The cost of the vehicle should not exceed P40 000.00. The Publicity Secretary and Consultative member were tasked to prepare the proposal to be presented to the Governing Council meeting of 20/5/05.

The meeting was informed that the furniture has already been bought (computer, printer laptop and fax machine @ P14 863.70 and a photocopier @ P12 500.00. The table and

chairs would be bought at Metsef @ P2 000.00. The computer and fax machine had not yet been collected at Incredible Connections.

Advertisement for Administration Officer and cleaner has been done and would close on 31/5/05 and the application for telephone has not yet been done. The employing panel has not been established yet. Screening/short listing process would be done in Palapye whilst interviews would be held in Gaborone

Resolution

The Assistant Secretary General, Secretary W/wing, Chairpersons Francistown and Serowe branches and a member from the Francistown personnel were chosen as members of the screening panel.

The Secretary General, Chairperson (W/W), Vice chairperson Gaborone branch, Chairperson Kgatleng branch and a member preferably from personnel were chosen as members of the interview panel.

BUL/CEC/19/05 MAFIKENG ACCORD

The Secretary General presented on the subject. The meeting was informed that from the delegation that was chosen to represent BULGSA only the President and Secretary General were able to make the trip to Mafikeng. The delegates were met at the bus rank by comrade Pitso who led them to the lodge.

The accord was mainly to enrich the bilateral agreement of the two workers movements. The meeting was informed that SAMWU would attend Governing Council meeting of 20/5/05 where the two unions would draw and present a plan of action to ensure the entire BULGSA leadership owns up the accord.

Comments

The Recording Secretary alluded to the accord as a very big development which those who signed it on behalf of the association should be congratulated for

Resolution

Report adopted.

BUL/CEC/19/05 GROUP FUNERAL SCHEME

The Treasurer General presented on the matter as follows:

The scheme would best if run by a fulltime officer who would always collect cheques from different councils.

The insurance company does not return the collected monies at the end of the year.

Branches would be expected to recruit more members so that upon reaching the 3000 mark would require the recruitment of a full time employee.

Comments

*What would happen during the first months of the scheme is in operation
The scheme would be good if it included family members as option 2.
Propose P20.00 for married members and that age be considered such that for any
additional family member the contribution be raised by P10.00 and should allow for 5
family members aged 15- 21 years*

Resolution

*BULGSA to operate own funeral scheme and that members be allowed the benefit of the
two options (option 1; member only at P10.00 and option 2 for member and family at
P20.00)*

Benefit breakdown would be as follows;

Member at P3 500.00, dependent, P2 000.00 and for children and grocery P1 000.00

Any additional child would be included at P5.00 for children under 21years

The scheme to be operational as from 1/8/05

Treasurer General to request for deduction code

*Signatories to be Treasurer General, President, Chairperson W/W and Assistant
Secretary General*

Management to be Treasurer General as chairperson and all regional Treasurers

Cheque for payment should be issued in one day

*The Assistant Secretary General to draw up the Job description and Scheme of service
for the Administrator who shall be paid at C4 grade.*

BUL/CEC/20/05 SOLIDARITY WITH BOTSWANA MINING WORKERS UNION

*The President informed the meeting that workers associations (BULGSA, ABOTEL,
BOFESETE) have held a meeting with BMWU to hear what really was the problem at the
Debswana mines*

*The three associations have held a meeting with BFTU and have agreed to demonstrate
or petition the management of Debswana and BPC*

The march by the mining workers union will be held on 21/5/05

*The associations have agreed to petition Debswana wherever they have offices as a sign
of solidarity*

*The associations have requested for a meeting with the managing director of Debswana
to call for reinstatement of all the dismissed workers*

*BULGSA have been assigned to lead the Letlhakane demonstrations and will be
represented by comrades Shongwe and region 2 Chairperson*

Jwaneng by Additional member and region 4 Chairperson

*Selibe Phikwe by Secretary General, Publicity Secretary and Consultative member
(Senamolelo)*

Morupule by Treasurer General, Mokomane and Kgaoganang

Gaborone by Chairperson W/W, S Kedise, Letlamma and Masete

There is an ongoing announcement over the radio which is intended to mobilize workers

*Conveners are expected to mobilize their members
The Secretary General will write to all branches
Transport arrangement should not be requested from the employer
The meeting was reminded that the involvement of BULGSA in the marches was based on the Shoshong 2003 conference theme
The meeting was made to understand that if the attitude displayed by Debswana is left unchallenged would result in the disintegration of the labour movement
The petitions will be held as follows; 25/5/05 all the 5 mines and Office of the President on 4/6/05
Conveners to ensure all those to receive petitions would have received the notice by 23/5/05
All associations are required to contribute P2 000.00 being for T shirts*

BUL/CEC/21/05 HEADQUARTERS CONSTRUCTION

The Assistant Secretary presented the plan/ drawing for the office measuring 355.6M² to be built at an estimated cost of P1 100 000.00 for consideration and approval

Resolution

*Plan and proposal for construction approved
Branches to be requested to take full and direct responsibility of building the Head quarters
CEC to contribute another P100 000.00 to the project
Steering committee to be made up of Vice President, Chairperson Gaborone branch, all Regional Chairpersons and Vice Secretary W/W
The Vice President was then relieved of the BULGSA HIV/AIDS charter and assigned to the Publicity Secretary*

BUL/CEC/22/05 ANNUAL GENERAL CONFERENCE PREPARATIONS

*The meeting was informed that region 3 would be hosting the 2005 AGC
The region was to have met on 17/5/05 to decide on the venue.
The proposed venues could be either one of Tlokweng, Mochudi or Gaborone
The proposed theme for the conference to be BULGSA IN 2006 MARCHING FORWARD WITH TRANSFORMATION
The guest speaker to be either the President of the Republic of Botswana or Vice President – BFTU, President COSATU, Minister of Labor, President of the Nigerian Labour Movement of the Leader of Movement for Democratic Change – Morgan Tswvangirae*

Resolution

*Theme adopted
Guest speaker – President of COSATU
Invitees; Namibian Federation of trade unions and Norwegian labour movements*

BUL/CEC/23/05 TRANSFORMATION OF WOMEN'S WING TO GENDER COMMITTEE

The meeting was informed that in line with transforming the Women's wing in to a gender committee the CEC is requested to give the W/W instruction to add other activities in their agenda to transformation (plan of action)

Resolution

Women's wing to add more activities into their plan of action

BUL/CEC/24/05 WOMAN'S WING MATTERS

The Chairperson W/W informed the meeting that leadership at PSI has changed but the BCSA member has not yet come for handover and that correspondence has arrived addressed to the officer

The no tobacco day would be held in Gumare and that the Women's wing is playing a very big role in event.

BULGSA would be operating a stall and would be easily identified by T shirts with writings BULGSA AGAINST TOBACCO

The T shirts would be used on 31/5/05 and would be in BLAWU colours

The T shirts would be purchased at P73.00 and sold at P75.00

Those willing to attend should apply for leave

Raised an issue of the Cell phone given to the W/W Publicity Secretary which has led to the rest of the W/W demanding that they be bought cell phones

Just at that moment the President requested the Secretary General to chair the meeting since he is directly affected because it is claimed he was the one who authorized the cell phone to be given to the said member

The President explained that the officer was invited to the meeting by the Publicity Secretary and not by the President as it is alleged and as such, the only people better placed to answer for the cell phone are the Vice President and the Publicity Secretary since they were the ones assigned on how to allocate and distribute the cell phones. The Assistant Secretary General commented that there was nothing wrong for the CEC to re asses their handling and allocating the cell phone to the member

Resolution

The member to keep and use the cell phone

NCC representative to look into the BULGSA/BCSA hand over

BUL/CEC/25/05 LETSHEGO LEGAL GUARD

The Vice President presented on the (see annexure I attached)

Resolution

Scenario 1 adopted and that the Publicity Secretaries to be trained as consultants

Task forces

Lower panel grading representatives – Assistant Secretary General and Publicity

Secretary Kweneng H S Rabanna

Amendment to Act and General Orders – Secretary General and Recording Secretary

Transfer policy in the local authorities – Additional member (Senamolelo) and BULGSA

have been requested to submit two additional names and I William and Mosidi

Ganakgomo were chosen

CONSULTATIVE MATTERS

The Consultative member reported that two meetings had been held on transfer policy

A draft on the policy has been sent back to councils for more input

Was worried that BULGSA has up to now don't have a position on the matter

The deliberations on the policy are being guided by an attorney

Only 19 councils had made submissions

Comments

The member should feel free to make contributions as long as in the long run it would benefit the membership

Resolution

Tasked members to always have a position paper on all matters that affect BULGSA

SCHEMES OF SERVICE

Consultative member (Shongwe) has been working on the schemes of service and the affected members are advised to make submissions.

The Family Welfare Educators schemes of service is coming to an end since they (FWEs) now been placed under Health Education

The office of Establishment Secretary has been very opening and assisting a lot

The member also reminded the problem created by the D2 restriction

The task team has instructed the ES to BULGSA on the schemes of service

The meeting to finalized the schemes of service would meet on 1/6/05

The task force did not propose the implementation date but it may be by June or July 05

Resolution

Report adopted

Report on the member election rules as per regulation ii

Resolution

To advice branches to only collect issues for referral to consultative machinery as per the newly established proposal

The President proposed for a delimitation commission of regions to address the issue of consultative machinery

Resolution

A delimitation commission be formed made up of the President, Regional chairpersons and to report at the 2005 Annual General Conference

Invitation from BOFESETE for a dinner dance at Phakalane on 20/5/05 at P300.00 per person

Resolution

BULGSA to pay for the 10 tickets and to also raise a concern on the ticket prize

AUDIT OFFICE ESTABLISHMENT

The Treasurer General informed the meeting that there is a need to establish an Audit office and suggested the name of Phillip Keakile – Central district and will be assisted by all five regional auditors

The auditors to start the work with immediate effect

Resolution

The Executive to work hand in hand to identify and appoint the regional auditors

Sign

President _____ *Date* _____

Secretary General _____ *Date* _____

