

Our members are our strength

- Our Union office is staffed by one fulltime union organizer and one full time secretary.
- Our constitution allows for a 10 executive member committee and they are elected at our Annual General meeting by and from our membership.
- The Union executives serve on a voluntary basis and are very active and fully committed to serving the interests, rights and needs of the members.

To enjoy the benefits of contact us on:

Tel: 021 650 2380
e-mail: Yasmin.fazel-ellahi@uct.ac.za
Fax: 021 650 4836

Or

email : asanda.siyila@uct.ac.za
Tel : 021 650 1476


**EMPLOYEES
UNION**

Examples of what we do

We will be by your side to defend and promote your rights and interests by:

- promoting employment justice at all times
- annually negotiating your salary and other conditions of employment
- preparing you for, and representing you at, disciplinary hearings
- preparing you for, and representing you at, grievance hearings
- assisting you in re-grading applications
- securing favourable outcomes during departmental restructuring and minimizing retrenchments
- representing and negotiating your views in respect of the Personal Performance System and its salary implications
- providing input into relevant UCT policies affecting your employment
- promoting, negotiating and consulting on employment equity issues with particular emphasis on your skills development
- preparing you for, and representing you on, any issue that needs to be referred to the CCMA (and if necessary the Labour Courts)
- ensuring the University abides by its own policies (e.g. overtime, leave)

We achieve this, and more, through individual meeting with managers, representation on the Institutional Forum, the University Transformation Advisory Committee, the Consultative Forum, the UCT Language Policy Committee, and the Organisational Health Forum, - to name but a few.

More importantly we engage management seriously and firmly at times of annual negotiations.


**EMPLOYEES
UNION**



Ensuring Employment Justice

UCT Employees Union (UCTEU)

remains strong because of its members

To become a member:

Please complete the membership form on this brochure or download the MS Word version from our website

www.employeesunion.uct.ac.za

and return it to the Employee's Union office.

Membership Application Form

Please note that only an original or a faxed signed copy of this form will be accepted.

Personal Details	
Staff Number:	Title:
First Names:	Surname:
Employment details	
Department:	Payclass:
Contact Details	
Telephone Number:	Cell Phone Number:
E-mail address:	
Authority to deduct Subscription Fee: I hereby authorise the University of Cape Town to deduct from my salary, and pay over to the University of Cape Town Employees Union, union subscriptions of R40.00 per month (or any increased amount properly determined from time to time by the members of the Union in general meeting). This authority remains valid until cancelled by me in accordance with the provisions of the University of Cape Town Employees Union's Constitution.	
Signed:	Date:

Please complete this form and return it:
**By hand to the office of the UCT
Employees Union at Room Number 4.18,
P D Hahn Building, 4th Level, North Lane,
Upper Campus;
or by fax on 021 650 4836**

The aims of the UCTEU are:

1. To protect the rights and interests of its members and to foster an environment of unity amongst employees of the University.
2. To bargain at all levels within the University on issues that are relevant to the working life of the union members.
3. To critically examine the role of the institutions of tertiary education in a changing society in an effort to promote the equitable and fullest utilization of the resources of these institutions.
4. To promote the efficient functioning of the University, and to assist those who also wish to so do in accordance with:
 - our values; and
 - the values enshrined in the Bill of Rights of the South African Constitution; and
 - the principles of equity, non-discrimination and fair labour practices contained in labour legislation; and
 - the legislation covering the governance of higher education institutions.

Who we are

- ✓ **The University of Cape Town Employees Union (UCTEU) is a legally registered trade union and by far the largest employee representative body at UCT.**
- ✓ **We have members in pay-classes 1 to 13.**
- ✓ **We are officially and legally recognized collective bargaining representative for pay classes 6 to 12.**

The objects of the Union are:

- ❖ To foster a sense of unity among employees of the University of Cape Town;
- ❖ To regulate relations between its members and UCT and to protect and further the interests and rights of its members in relation to their employment relationships with UCT;
- ❖ To promote the interests and rights of its members;
- ❖ To represent the interests and rights of any of its members in any grievance, discipline, conciliation, mediation, arbitration or legal process initiated for the settlement of any dispute that may exist between it, or any of its members, and UCT;
- ❖ To promote, support or oppose as may be deemed expedient, any proposed legislative or other regulatory measures affecting the rights or interests of members;
- ❖ To use every legitimate means to induce all persons who are eligible for membership to become members;
- ❖ To provide, when deemed necessary by the Executive Committee, legal or other advisory assistance to its members where such is in connection with their employment relationship with UCT;
- ❖ To co-operate with any other organisations of employers and/or employees on any Bargaining Council or similar body which may be established to deal with matters which may affect the employment rights and interests members;
- ❖ To establish and administer funds for the benefit of its members
- ❖ To represent the views, rights and interests of members at any meetings held with representatives of the governing or other management bodies of UCT whether such be for the purpose negotiation or consultation or for any other reason.
- ❖ To do such lawful things as may appear to be in the interests of The Union or its members and which are not inconsistent with the objects or any matter specifically provided for in our Union constitution or in any of the labour laws of South Africa.
- ❖ To govern and operate its affairs in accordance with the spirit and provisions of the Labour Relations Act.