

FAWU WAGE INFORMATION SYSTEM - RESEARCH FOR BARGAINING SUPPORT

Please read schedule 1 carefully together with the proposal for a wage information system for the FAWU Research Training Programme.

PROPOSAL

I have established from FAWU that they do not have an adequate wage information system in place and therefore propose to assist them.

There are two phases to WIS which I hope to cover together with the trainee, Thandi Yoli.

1. **PHASE ONE** - Plan to update and rank currency of wage agreements on an acceptable level.

- * Ascertain the number of bargain units FAWU covers per sector in each region
- * Get the union's commitment that all the regional sector co-ordinators will play a role in sending their signed wage agreements to FAWU H/O and the LRS
- * Unions to assist in obtaining missing information eg, actual wages, definitions of grades etc.
- * LRS will train Thandi to analyse and process wage agreements, to generate monthly sectoral, regional and updated reports to the various branches and individual BU reports which covers the cash and real wages, differentials and % change of cash and real wages.

2. **PHASE TWO** - To cover non-wage benefits for each bargain unit. Shopstewards will be sent a questionnaire to cover the following as most wage agreements does not cover all non-wage benefit data

- * Annual leave
- Sick leave
- Allowances
- Bonuses
- Payments in kind
- Overtime
- Public holidays
- Special leave
- Contributions (pension/retirement fund, medical aid, etc)
- Other Benefits eg, funeral grant
- Subsidy/Housing Loans

Retrenchment
Union rights

- * To update existing non-wage benefits

Each phase will take approximately six months to get the system running and ready for FAWU to get a copy of the AWARD database.