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Dear Sasbo Member

Sasbo's General Secretary, Joe Kokela, answers some questions about the planned Sasbo national stay away.

- Q Sasbo is planning to protest against the job losses in the banking sector on 27th September 2019. Will this be legal?
A Yes, the protest action is legal which means it is protected as per Section 77 of the Labour Relations Act (see further details attached).
- Q My manager told us that we can be disciplined if we don't come to work. Is this true?
A No this is not true. It will be classified as a protected (legal) strike which means "no work, no pay and no discipline".
- Q What if my manager asks me the day before the stay away whether I am going to take part in the strike and am I obliged to tell him/her?
A You cannot be forced to tell anyone if you are participating or not. You have the right to change your mind at any time.
- Q Will we receive our salary for that day?
A No. Employees may however apply for leave. If approved by the bank then it will be paid.
- Q What if my Manager intimidates us to come to work. Is this allowed?
A No. As indicated above, this strike is protected by law. You cannot be disciplined unless you commit an act of misconduct.
- Q Can I call in sick on the day?
A We do not recommend that you do this. If you are off ill and participate in the strike, your employer will have the right to discipline you.
- Q Where will the protest marches take place?
A Sasbo is planning five marches throughout the country in Johannesburg, Durban, Bloemfontein, Port Elizabeth and Cape Town. Your Sasbo Regional Office will have more details on the times and venues and will be shared with you in due course.

- Q I live in a small town with no Sasbo Regional Office. What can I do to participate?
- A *Members living in areas where no march will take place can plan their own pickets with the assistance of their Sasbo Regional Office. Alternatively Sasbo encourages all members to stay at home on this day.*
- Q When will Sasbo communicate the details of the planned protest action?
- A *Sasbo is still busy with all the arrangements, but we can confirm that it will take place on 27 September 2019. Members will be advised well in advance either via email or SMS of the specific details of the marches and pickets planned in your area.*
- Q My colleague is not a Sasbo member. How can he/she participate in the protest action?
- A *Your colleague can join Sasbo online on the following link www.sasbo.org.za/join-sasbo/, to ensure that they have the protection of the Union.*

Yours sincerely



*Modime Joe Kokela
General Secretary*

Sasbo, making a



positive difference

