

Fairness for members four years after Covid-19



Fifteen MISA members each got three months' compensation as relief after a dealership group unilaterally decided that they are the ones who had to be retrenched during the Covid-19 pandemic.

MISA filed an unfair dismissal dispute in the Labour Court in Johannesburg on behalf of its members.

The group, owning 36 motor vehicle dealerships nationwide, agreed after four years to pay compensation amounting R581 681 to settle the matter, pending a court date.

"The settlement agreement brings fairness and closure to the MISA members who waited so long for a court date due to the backlog of cases. I am grateful that our members can close this chapter and move forward with their careers," says Tiekie Mocke, Manager of MISA's Legal Department.

New Labour Court and Labour Appeal Court (LAC) rules, aimed at addressing the backlog of cases, were published in the Government Gazette in May. Amongst other technological advancements, making provision for service and filing via e-mail (as opposed to fax) and virtual hearings were introduced to ensure that matters referred to Labour Court are dealt with efficiently.

"The delay was very frustrating, but MISA kept us updated throughout the process. With the

settlement, Mocke took the time to explain to me the difference between unfair dismissal and the loss of income. As a layman I had other expectations.

"My sincerest gratitude goes to everyone at MISA from Martlé Keyter (MISA's Chief Executive Officer: Operations), Joshua Nattar (one of MISA's Senior Labour Advisors), to Dominique Zwarts (Mocke's Personal Assistant). Everyone at MISA went over and above the call of duty," says Sagren Pillay.

Pillay was working as a Counter Parts Salesperson when the Group furnished employees with the notice, on 29 May 2020, intending to retrench 2 500 of their 9 700 employees.

On 14 July 2020 MISA and the Group agreed on the selection criteria for retrenchments, namely skills, experience and qualifications. If there were "too many qualified" employees, employment equity would be the deciding factor.

If there were still too many qualified employees after the elimination process, the principal of Last-In-First-Out (LIFO) would be used to select who will be retrenched.

Mocke says this criteria was not followed when the Group provided MISA with a list of the positions to be declared redundant.

On 30 July 2020 MISA requested the Group

to extend the consultation period with another month to allow time to consult with potentially affected members and with the Group about the application of the selection criteria and its rationale in declaring certain positions redundant. The Group rejected this request.

On 31 July 2020 the Group informed MISA's members that they were retrenched, their last working day being 31 August 2020.

According to Mocke, MISA could prove that the members who were retrenched, were in most instances better qualified than the employees the Group preferred to retain. Pillay says he believed in his case, he was chosen to be retrenched due to personal reasons.

"I was so shocked when I was informed that I was being retrenched because I knew I was not the last in. I felt the injustice of the process."

Pillay was unaware that MISA pays a retrenchment benefit of R3 000 to its members.

"Nattar phoned all of us and explained what documents we had to submit to claim this benefit. The money was paid out less than 48 hours after the documents were submitted. That is caring and serving members. MISA members can be very grateful to belong to such a Union," says Pillay.



Message from *Martlé Keyter*

MISA CEO: OPERATIONS

Every conversation matters

MISA gave meaning to the slogan of National Child Protection week by joining forces with the National Prosecution Authority (NPA) to ensure that South Africans are aware of issues affecting children and empowered to make a difference.

The Union hosted a series of five webinars that can be viewed on the Union's YouTube-channel with the help of experts who are as passionate as we are about our future.

Thank you to all the MISA members who joined the webinars or watched it in your own time or just read the press release summarising the webinar.

MISA got South Africa talking about the new provisions in the Domestic Violence Amendment Act, the rights of a minor child to obtain a Protection Order, your obligation to report your suspicion of sexual abuse of a child to the South African Police Service (SAPS), how to break the cycle of domestic violence, alternatives to corporal punishment and how to deal with bullies.

I can only echo the words of Adv. Salomé Scheepers, Senior State Advocate at the Sexual Offence and Community Affairs Unit (#SOCA) of the National Prosecuting Authority (NPA), tasked as Portfolio Manager for domestic violence.

"Every report made is a step towards saving a child's life, to restoring their dignity, and towards building a future where every child can grow up safe, loved and free from harm."

I just returned from attending the 112th session of the International Labour Conference of the International Labour Organisation (ILO) in Geneva, Switzerland.

Being amongst MISA's peers in Fedusa, the Federation of Trade Unions in South Africa, and trade unions in the rest of the world, made me realise MISA is setting the trend for the trade union of the future in so many ways. One of MISA's strengths is the union's



Martlé Keyter

investment in educating its members and their children.

As we celebrate Youth Month, South Africa's Youth unemployment (15 to 34 years) is ranked the second highest in the world.

South Africa has a high rate of absent fathers, with roughly half of the country's children not having regular interaction with them on a daily basis.

The absence of fathers affects the development of children and has had detrimental consequences to families and

society as a whole. Among other things, it may have emotional and psychological effects on children, lead to financial hardships and children not having positive male role models.

Child-headed households are at risk of having to cope not only without adults, but with many social issues that affect children, such as childhood education, bullying, child poverty, dysfunctional families and in developing countries, hunger.

MISA wants to be part of the change.

MISA's Young Workers' Forum empowers the young workers in the retail motor industry to enhance their skills to achieve as much as possible. Not only are they building the industry and their own self-worth, but they are also the positive role models our youth needs to give them hope, inspiration and show them that the MISA family can overcome any obstacle together.

The Union realises that we cannot only invest in our future, we also need to uplift and support our communities. This is done through the work of the MISA Women's Forum (WF) that has been supporting registered non-profit organisations serving our communities since its establishment 15 years ago.

The WF gives meaning to MISA's Mission statement: protection and advancement of our members' interests, benefits offering value for money and service of the highest order.

#MISACares also goes to great lengths to support awareness campaigns to end gender-based violence and femicide, to achieve an equal society, prevent the spread of HIV/AIDS, support the early detection of cancer and to fight against climate change and the protection of our planet.

Thank you to each of MISA's 65 000 members for giving your Union wings to fly on your behalf.



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Against all odds Stevens conquered it all

Being a child with albinism growing up with an absent father Megan Stevens (31) had a difficult life with the stigma that albinism is deemed as being cursed.

"I did not know I was different until children started making fun of me and people avoided me", says Stevens.

During high school she moved to a different school which accommodated those living with albinism.

This was a big transition for her.

Even though it was tough she managed to pass her matric in 2011 with flying colours forming part of the top 100 in the Free State province.

Stevens coped and accepted not having a relationship with her father with the professional help of a Psychologist.

"Society's stereotypes that you will go nowhere in life because of an absent father should not justify anything to your life. Life is full of ups and downs however, despite the odds your reaction to when life pulls you down is important. Never give up", says Stevens.

In 2021 she won the MISA Woman of the Year Award and today she is the Vice-Chairperson of MISA's Young Workers' Forum.

Thank you for being such an inspiration to all of us Megan.



Margaret Stevens (mother) and Megan Stevens

Support from loved ones is very important

You can escape an abusive relationship with the support of your loved ones

This is the message a 45 year old Sales Representative of KwaZulu-Natal wants to share with fellow MISA members.

"I was suicidal twice. I used to think I was at fault. But through my involvement in MISA's Women's Forum, I got a network of sisters who supported me and taught me the value of self-worth and self-love."

She was 19 when her relationship started. She comes from a very old-fashioned family and her parents insisted that they must marry.

After the wedding, she was told that he had another relationship. "He admitted that he only married me to make the other girl jealous." She was too embarrassed to admit the truth to her parents.

"In the Indian culture it is a shame if you go back to your parents. I told his mother about it. She responded that he had many other women."

He emotionally abused her every time she did well at work, controlled all her movements and was very possessive.

"After my second child was born, I could not handle it on my own and told my parents. They supported me and helped me plan on



when to leave him. Suspecting something was going on he had people follow me around. At night I was afraid to eat in case he might poison the food.

"I walked out after 11 years with nothing but my sons. He refused to pay maintenance. But I held my head high and brought up two fine young men with the Grace of God."

The fact that their children were exposed to domestic violence, played a big role in her decision to seek help. "I did not want to ruin the institution of marriage for them. I wanted them to know that marriage is a beautiful thing if the partners love and respect each other."

Jacques Viljoen is living his dream with MISA



MISA's newly appointed Strategy & Legal Specialist, Jacques Viljoen, will holistically master the art of serving the retail motor industry now that he is representing employees on the other side of the MIBCO (Motor Industry Bargaining Council) negotiating table.

Viljoen joined MISA's Strategy and Development Department on 1 March after serving a year as the Director of SAMBRA (South African Motor Body Repairers' Association).

Prior to his appointment at SAMBRA, Viljoen worked closely with MISA's Negotiation team as Chief Negotiator of the RMI (Retail Motor Industry Organisation).

He grew-up in Odendaalsrus, one of the oldest gold mining towns in the Free State.

"For as long as I can recall, I wanted to become an attorney. My uncle was a partner at Symington & De Kok Attorneys who has a national reputation as a distinguished legal firm since 1957. He was my role model and I wanted to follow in his footsteps," says Viljoen.

He knew that he did not like sitting in an office day after day. After completing his LLB-degree and starting his articles, he realised that his interest was not in criminal or family law.

"I did my fair share of cases working in a versatile firm in Vryheid, KwaZulu-Natal. I did what I had to do, but the trauma of children trapped between parents in messy divorces got to me. This was not the law I wanted to practise for the rest of my life."

Viljoen joined SEESA, Labour legal and business compliance solutions for small enterprise employers in South Africa, in 2013 as a Labour Legal Advisor.

In 2016 Viljoen joined the RMI as an Industrial Relations Specialist.

"It was the first time in my career that I could specialise on one field, labour law, and I loved it. The rest is history."

Viljoen was appointed as the RMI's Regional Manager of the Free State & Northern Cape Region in 2019. In October 2021 he took over the reins as Labour Director and Company Secretary Designate responsible for keeping an eye on all MIBCO-related affairs.

"At 40, I still have a passion for constant growth. Sitting on the other side of the negotiating table, representing employees is a challenge for me. MISA has grown tremendously to more than 65 000 and I am impressed at how the trade union is setting the trend for the future of unionism. I want to be a part of history," says Viljoen.

His wife and three-year-old son remains his main priority and he wants to spend as much of his spare time possible with his family.

Viljoen loves playing Golf and participated in one of the top teams at MISA's annual Golf Day the past two years.

He also enjoys fly fishing and is a keen bonsai artist and collector and loves growing trees from seed.

Losing his parents, made him stronger

Vincent Krouse, Chairperson of MISA's Young Workers' Forum, believes losing his parents at a young age, made him stronger and forced him to work harder.

"I wanted to make my late parents proud and achieved the goals that I promised them I would."

Krouse started his apprenticeship in 2008, not knowing that within three years his life would be turned upside down.

"Upon my father being diagnosed with cancer, my world fell apart and I didn't know whether I was coming or going. I was 21 in a man's world and it was starting to take its toll.

"I had to take my father for chemotherapy almost every day before going to work. The fear, stress and anguish of seeing your parent slowly losing his grip on life, depressed me and took a serious toll on my mental health.

"I am grateful to all the wonderful role models and leaders who encouraged me and tried their utmost to keep my spirits high. I also had the loving support of my mother.

"My mother passed away from cancer three

years after my father. Those six years took away a part of my former carefree self.

"It took me longer to get my qualification as an Automotive Electrician, but I would do it all again if I had the opportunity. I had to work as hard as possible because giving up was not an option.

"I do not see the delay in qualifying as a disaster. I saw it as a blessing in disguise, as all the trials and tribulations that I had faced in the process made me more mature. It gave me a different sense of thinking how the world works.

"We all face different trials and tribulations which will form us as individuals. Find your inner flame and don't let anything discourage you from achieving your dream. You are good enough.

"Everyone deserves a chance at life, go out there grab that chance and become a better version of yourself. We all live and learn no matter our age, wealth or wellbeing.

Tomorrow is not promised but today is your day to do your best and live the life you are intended to."



Vincent Krouse

Congratulations to Baitshepi

Baitshepi Kgantlapane (29), one of MISA's Registration Admin Clerks, graduated with a higher certificate in Office Administration from Rosebank College in Johannesburg.

She is the first in her family from Kokomeng in Taung, North West, to achieve this.

"My mother, who was a domestic worker, and my older sister who used to take care of me are very proud.

Her career started while still in high school at Computicket, where she bumped into Karen Gouws, National Secretary of the MISA Women's Forum, asking for work knowing her mother was about to retire.

After matriculating, she enrolled for Business Management at South West Gauteng Technical and Vocational Education and Training College in Roodepoort, however, dropping out due to finances.

In 2016, MISA employed her as a Tea Lady within six months she was promoted to Receptionist then moved to Legal Department: Receptionist.

In the same year, she took up the position of Registrations Admin Clerk.

"My journey with MISA has been wonderful and I'm grateful for how far I have come.

"In 2020, I enrolled for a higher certificate in Office Administration at Rosebank College, realising I have experience with no formal education. During my studies I fell pregnant

temporarily, pausing my studies until my son was six months old, resuming my studies.

"Walking onto that stage for graduation was the best feeling ever. It was not easy but with my mother's support I am where I am. During the next five years, I plan on completing a degree with Amandla Kuse, MISA's Senior Training Officer, giving the advice on my academic journey.

"I did it for my mother, son and niece since I am her legal guardian after my sisters passing in 2013. I want them to see that anything is possible in life", says Kgantlapane.



Baitshepi Kgantlapane



Job markets can be tough, but you tougher

Ennie Rabalao (33) a Service Advisor at Motus Renault Menlyn in Pretoria, never gave up on having a career.

After matriculating in 2010 at Settlers Agricultural High School in Bela-Bela, Limpopo, Rabalao did her National Diploma in Marketing Management at College Campus in Pretoria.

With the completion of her qualification, she started getting internships coming across difficulties accessing the job market. She would accept any job because she knew of the challenges of looking for work and not finding one.

Rabalao would send more than 100 applications to different organisations.

A breakthrough came at her lowest point when her daughter, then merely four months old, was sick and received a call for interview. She started at Renault Bedfordview (Head Office).

Although it was for a temporary position, she worked hard in all the departments to learn everything as she knew nothing about cars.

“It was a learning curve. My aim was to know everything in every department. Before I was absorbed permanently, different departments wanted me however, I decided to go for the Service Advisor position.

“To better the job market, I plan on doing an induction to the interns that will be joining us at our dealership soon.”

I believe that the change I would like to see in the job market would be for those who go in internships to be trained thoroughly for permanent, rather than moving from one internship to the other.”

“Being in the retail motor industry for eight years and not giving up was quite fruitful. Young people and graduates should never give up”, says Rabalao.

She encourages all graduates in any field to grab any job opportunity that might come their way as the job market keeps on getting tougher.

Rabalao believes that no matter how small an opportunity is, one should grab it.



Ennie Rabalao

You are the captain of your own ship

Victor Mulaudzi, a Senior Sales Representative at Motus in Montana, Pretoria, says that with determination, creative thinking and innovative ideas, you can grow out of poverty to success.

He sees his job as running a business within a business.

“I earn commission which means I determine my own success and financial freedom. What I put in, will determine what I get out,” says Mulaudzi, a MISA Northern/Highveld Region Committee Member.

At home in Soshanguve, north of Pretoria, Mulaudzi is the co-founder and Chairperson of the Soshanguve Rovers, a soccer club established by the community of Block VV to keep children ages 12 and older active after school, creating positive role models.

“This was a new neighbourhood and we needed something to bring the community together to combat crime, address our local issues and get our children to play together.

“Being a proud Kaizer Chiefs supporter, soccer has always been in my blood. I believe it helps children to analyse the game, to strategize their next move while it enhances Ubuntu.

“Soccer is an excellent way to expose children to positive role models in a society where lots of our children are raised without fathers.

They need someone to look up to,” says Mulaudzi, who plays the goal keeper in the Soshanguve Rovers Masters Team.

The MISA Women’s Forum recently donated



Victor Mulaudzi

soccer kits to the team. “This is the best ever. We want to arrange a local tournament and we will be so proud using our new kits.”

Mulaudzi has been around the block. He was born in Ha-Mashamba-Tshivhuyuni (Ha-Makulana) in Venda near Elim, Limpopo.

Growing up, he wanted to become an economist so that he could contribute to stabilise South Africa’s economic growth and create jobs. He studied economics at the University of Venda, but had to suspend his studies due to a lack of finances.

“I decided to move to Gauteng joining Havetch College where I completed a Diploma in Office Admin and Computer Studies. I then got a job at African Bank as a Sales Consultant, then got promoted to Branch Sales Manager.

“Later I joined Blue Financial services as a Branch Manager, moving on to Virgin Active as a Branch Sales and Marketing Manager.”

This is where he was introduced to the retail motor industry in 2009 when Virgin Active participated in a wellness week at McCarthy.

“I have never looked back. I love this industry and it’s the best.”

He is a #PROUDLYMISA member and loves how the Union promotes continuous learning amongst its members though offering various educational benefits.

“I encourage MISA members to take advantage of this opportunity of a lifetime. It can bring fundamental change in your career and you will thank yourself later,” he says.

Create a professional Curriculum Vitae (CV)



the employer, or recruiter are only interested in knowing if you have matric as well as any tertiary qualifications and if it will be related to the position that they might have an opening for or how relevant it will be to the organisation.

The importance of a CV is to land you an interview. First impressions are of importance through the CV as this will attract the attention of potential employers.

A CV is a short document that gives you a chance to show a prospective employer the best of what you've got. It sells your skills, experience and shows them you're the right person for the job. Making a good impression is important in today's competitive job market.

Potential employers want to know your past work performance beyond what you include on a resume. Job references are a listing of contact info for co-workers from previous positions.

They will share how they have worked with you and how you deal with certain information.

The potential employer always makes use of references included in your CV.

Professional references allow hiring managers to learn about your personality and how you would approach the new position.

Your CV must be truthful, do not lie as this could ruin your chance of getting employment.

YOUR CV MUST HAVE

Name and Contact Info

A list of Education, secondary & tertiary and institutions

Employment Experience

Scholarly or professional memberships

Achievements

References with contact details

Your curriculum vitae (CV) is your first opportunity to sell yourself to a potential employer and you want to make a sterling impression. That impression will determine if you are invited for an interview.

Use your CV to show your prospective employer why they should hire you and what will be the benefits of having you on their team.

Through a CV you will need to share a professional history of your experience, allowing a potential employer access to what you have done in the past and the type of skills you have.

A CV includes the following important

information. Without the following, the employer will not have an idea of who you are:

- Name and contact information;
- Education: a list of your degrees/ diplomas earned, or in progress as well as their institutions;
- Employment and experience;
- Scholarly or professional memberships;
- Achievements;
- References: a list of persons who will write a letter of recommendation for you. Be sure to include their contact information.

Your primary school is not important since

MISA Women's Forum Child Protection Week



A Big MISA thank you to Megan Stevens, Vice-Chairperson of MISA's Young Workers Forum. She hosted a successful educational and motivational session for Grade 12 learners from Heatherdale Secondary School. The session was facilitated by Mina Ruiters from the John Maxwell Leadership Training Team.



MISA's Women's Forum Eastern Cape makes a donation towards Tavcor Tag Team's Sanitary Pad Drive. From left to right: Megan Constance, Lisa Hundleby (Dealer Principal - Tavcor VW William Moffett), Heidi Reid, MISA's Senior Vice-President and Women's Forum Chairperson, Karen Gouws, MISA's Women's Forum National Secretary, and Zubaida Schmidt (Women's Forum Eastern Cape Participant).



The MISA's Women Forum Northern Highveld held an event at the Teddy Bear Clinic in Soweto, Johannesburg, for Child Protection Week. The theme of this year was "every conversation matters." The regional team decided to spoil staff, volunteers, and students at the clinic, assisting our children who are victims of abuse to rebuild their lives. "They were overjoyed with our visit showing our appreciation for the work they do. I've never seen such excitement," says Beverley Madzena. Thank you to Annah Kelly and Beverley Madzena for coordinating the project.



MISA's Women's Forum in KwaZulu-Natal reached out to the Vincent Children's Home in Pinetown as part of Child Protection Week. The institution is home to 75 children. From left: Manager at St. Vincent Children's Home, Dorah Maduka and MISA member, Future Mbando.



MISA's Women's Forum in East London in the Eastern Cape held an event at Salem Baby Centre to raise awareness for Child Protection Week. Salem Baby Care Centre is a community based, non-governmental organization.

Working together as a team in the workplace



Article by Amandla Kuse - MISA Senior Training Officer

While we join organisations as individuals, we become part of different departments within the organisation. Each department has a common goal, and to achieve this goal we need to work as a team. Henry Ford once said “coming together is a beginning, staying together is progress, and working together is success.” What is teamwork then and how does it affect an organisation?

Teamwork is defined as ‘the collaborative effort of different individuals who come together to achieve a common goal, or to complete a task in an effective and efficient way.’ For a team to function effectively there should be a common goal and set principles guiding them.

Teams can be categorized based on how they are organised, for example:

- **Functional teams**

These are the most traditional corporate units and are typically represented by departments, as all the team members belong to the same department. A functional team consists of people who have similar professional expertise. These teams are usually permanent e.g. finance department, human resources department, etc.

- **Cross-functional teams**

These are composed of representatives from different departments who despite having diverse functional expertise and skills, still work on the same objectives. In the course of their operations, these teams break down silos within the organisational structure. An example of cross-functional teams is Heads of Departments (HODs).

- **Multi-team system**

These are comprised of various

departments usually within the same organisation. They are larger than a typical team but smaller than an organisation. The purpose of the teams is to solve complex problems requiring coordination. They foster a sense of partnership, urging people to work on the same goal.

Despite the different categories of teams, this does in no way renders one category better than another simply because different situations require varied approaches.

Principles of teamwork

For teams to operate effectively and harmoniously certain principles need to be agreed upon. If these principles are not clearly stated and understood by all team members, it can create chaos and negatively affect the working environment. These principles serve as a point of reference throughout the activities of the team:

- Common goal/s
- Respect
- Trust
- Effective Communication
- Defined roles
- Commitment
- Accountability

Benefits of teamwork

When people contribute to and rely on each other’s skills and knowledge, they can generate practical and useful solutions or ways of work. Science reinforces the idea that many brains are better than one, as such, among others, some of the benefits of teamwork are:

Teamwork promotes innovation

Since people do not possess the same skills, knowledge or experience, an advantage of teamwork is that the team becomes a melting pot of all the required attributes. Fostering a culture where the diverse elements of

the team can thrive, creating a conducive environment for innovation and problem-solving skills. This is because people perform better and make more sensible decisions by putting their heads together than by working alone.

Teamwork makes happier employees

When individuals work effectively and efficiently in teams, it creates happiness and job satisfaction. Good team performance and achievement of goals further enhances workplace happiness as everyone likes being part of a winning team. Research suggests that happy employees are up to 20% more productive than unhappy employees.

Teamwork enhances growth

Being part of a team can foster growth through information sharing and cross training of the team members, enabling them to flourish. Team mates get to discover new concepts, learn from each other’s mistakes and learn new things about themselves. These benefits contribute to personal growth and development within the team, thus contributing towards strengthening the team further.

Teamwork boosts productivity

Even though employees may operate in different roles, unity amongst them has a positive impact on the overall performance of the department and the organisation.

When people collaborate, innovate, develop, etc. within a team, the benefits to all parties are invaluable. The ability to operate effectively within a team can be learned or enhanced through various methods including training. MISA’s educational benefits aim to develop our members with all the necessary skills that will help them perform better in their workplaces.

Contact our training department on 0114763920 or Training@ms.org.za for more information on our educational benefits.

“Each individual has unique gifts, talents and skills. When we bring them to the table and share them for a common purpose, it can give organisations a definite competitive advantage.”

MISA School Support assists parents

Zandra van Rooyen (40) thanks MISA's School Support, making it possible for her daughter to attend extra classes in Matric so that she can study medicine next year.

MISA's School Support Benefit pays R1 500, , to the first 1 000 MISA members who apply for their children to complete grades 10 to 12 at a registered school. Terms and conditions apply.

Van Rooyen is from Despatch, outside Gqeberha in the Eastern Cape. Her father passed away when she was only 9, leaving her mother to work very hard to provide for her and her sister. She was taught that no matter what happens in life, you work hard for what you want.

She is a Clerk at Algoa Toyota Uitenhage and joined MISA in 2001. Van Rooyen has claimed for the MISA's School Support and MISA Healthy Women benefit for two consecutive years.

MISA rewards 500 MISA members who takes precaution by doing pap smears or mammograms annually to prevent cancer.

This claim can only be submitted from 1 January 2025. The benefit closing date is 31 March 2025.

Van Rooyen appreciates how MISA's benefits does not only look out for members but their children as well.

"My daughter wants to go into medical school next year, so this helped us to provide more extra classes for her to get her marks up and



reach this goal. I will be also making use of the MISA Bursary for my daughter in 2025", says van Rooyen.

The MISA Bursary benefit pays up to R12 500 to help fund the tertiary studies of members children.

Claims for this benefit can only be submitted from 1 January 2025 for a period of 13 weeks on a first-come-first-served basis. These bursaries are subject to specific criteria and the member needs to have a minimum of 5 consecutive year's membership.

"I want to thank you for your generosity MISA. It is a great help to me financially, especially in these uncertain times", says van Rooyen.



Grateful for funeral benefit

Andile Madikane (37) is grateful for the MISA Funeral benefit he received after his baby passed away.

Madikane is a Sales Executive in Roodepoort, Johannesburg.

According to Madikane, Tami Ngcobo, MISA's Fund Administration Officer, was very professional and supportive while he assisted him with the claim.

"It is not an easy road losing a loved one. This was the first time I claimed. MISA came through for me, I appreciate it so much."

Subject to 26 weeks' consecutive contributions, all active members automatically qualify for this benefit.



Workplace bullying is rife



An estimated 78% of South Africans say they have experienced some form of bullying in the workplace.

Bullying has become an epidemic in the country.

Journalist and author, Marion Scher, writes that bullies come in all shapes and sizes in her book *Big Bully: An Epidemic of Unkindness*.

"There's no time limit on bullying, and contrary to what many people think bullying doesn't just occur at school. It's rampant and affects every member of society from crèche to retirement. And it's getting worse, not better, with very few people willing to talk or do something about it," Scher says.

Two years after South Africa implemented the Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace, bullies still seems to enjoy the upper hand.

An employee who proved on a balance of probabilities that her employer discriminated against her on the basis of her unvaccinated status, says she is still suffering from the injustice despite being awarded R156 000 in compensation by the Commission for Conciliation, Mediation and Arbitration (CCMA).

"I am now dependent on a pension of the South African Social Security Agency (SASSA).

I have applied for so many vacancies, but I don't get a job. I have been with my previous employer for 9 years so I can't just delete that from my CV. But I believe they give me a bad reference or say that I am a trouble maker when potential employers check my references."

After her ordeal her daughter, who worked in a different industry, committed suicide.

According to the mother, she was also the victim of persistent bullying from her employer.

"She stood up for herself, but was charged with insubordination and was informed that the charges are so serious, that she could face dismissal. She committed suicide before the disciplinary hearing could commence," says the mother.

The Code was implemented after South Africa ratified the C190 convention of the International Labour Organisation (ILO). This convention recognizes the right to a world of work free from violence and harassment, including gender-based violence and harassment.

South Africa's Code empowers victims to act against all manner of workplace abuse, including sarcasm, condescending language and joking at someone else's expense.

The code aims to remove any uncertainty about harassment in the workplace that may have existed before and clearly defines forms of physical, psychological and sexual harassment to ensure workers are protected from their employers as well as other employees.

The code prohibits threats, shaming, hostile teasing, insults, constant negative judgment, and language that is racist, sexist, or LGBTQIA+ phobic. It also addresses cyberbullying.

Bullying can lead to physical injury, social or emotional problems and in some cases, even death. Victims experience depression, anxiety and sometimes long-term damage to their self-esteem.

If you are a victim of bullying in the retail motor industry, please send an e-mail to endGVB@ms.org.za. Your concerns will be handled confidentially.

The ILO and its importance to workers



Article by Thandeka Phiri, MISA's National Training and HR Manager

MISA's Chief Executive Officer: Operations, Martié Keyter and Thandeka Phiri, MISA's National Training and HR Manager attended the 112 International Labour Conference (ILC) of the International Labour Organization (ILO) in Geneva, forming part of the delegation from FEDUSA. Discussions at the conference focused on, amongst others:

- Decent Work and the Care Economy
- Biological Hazards
- Application of Standards

The ILO, has maintained and developed a system of international labour standards aimed at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity.

The ILO brings together government, employer and worker representatives of the 187 Member States, to set labour standards, develop policies and devise programmes promoting decent work for all.

The ILO's unique tripartite structure ensures that standards are backed by governments, employers and workers alike, laying down basic minimum social standards agreed upon by all participants in the global economy.

The ILO continues to and has assisted most countries in southern Africa such as Botswana, Lesotho, Malawi, Namibia, South Africa and Swaziland to develop labour legislation conforming to international standards.

The four core labour standards of the ILO are:

- a) Freedom of association and the effective recognition of the right to collective bargaining;
- b) The elimination of all forms of forced or compulsory labour;
- c) The effective abolition of child labour; and
- d) The elimination of discrimination in respect of employment and occupation.

Freedom of Association - implies respect

for the right of all (employers and workers) to freely and voluntarily establish and join groups for the promotion and defense of their occupational interests. It enables both workers and employers to join together to improve their own economic interests and civil freedoms such as the right to life, security, integrity, and to personal and collective freedom as well as rights at work.

Collective Bargaining - is a process through which employers and workers discuss and negotiate their relations, in particular terms and conditions of work, working conditions and relations between employers and workers. Participants include employers or their organisations, and trade unions or their representatives.

Forced/compulsory Labour - is any work or service extracted from a person under duress. It is a fundamental violation of human rights and presents a global challenge as most victims, mainly trafficked migrant workers, who receive little or no earnings, and work for long hours in extremely poor conditions. It affects men, women and also children who represent at least 40 % of all victims.

Child Labour - Child labour is a violation of a human right. ILO conventions provide the framework for national laws prescribing a minimum age for admission to employment or work that must not be less than the age for completing compulsory schooling, or not less than 15 years.

The term "child labour" should not be confused with "youth employment" or "student work". Most governments work hard to abolish child labour.

Child labour damages a child's physical, social, mental, psychological and spiritual development. Depriving children of their childhood and dignity, as they are deprived of an education and may be separated from their families resulting in under-skilled, unqualified workers, jeopardising future improvements of skills in the workforce.

Discrimination in Respect of Employment and Occupation - occurs when a potential candidate is treated differently or less favourably because of characteristics that are not related to his/her merit or the inherent requirements of the job. These commonly include: race, colour, sex, religion, political opinion, national extraction or social origin.

Discrimination can arise in a variety of work-related activities which include access to employment, particular occupations, promotions, training and vocational guidance.

It can occur with respect to the terms and conditions of employment, such as:

- recruitment
- remuneration
- hours of work and rest, paid holidays

- maternity protection
- security of tenure
- job assignments
- performance assessment and advancement
- training opportunities
- job prospects
- social security, and
- occupational safety and health

28 ILO Conventions. These impacts the countries' legislation and include amongst others:

C087 - Freedom of Association and Protection of the Right to Organise Convention,

C098 - Right to Organise and Collective Bargaining Convention,

C100 - Equal Remuneration Convention

C105 - Abolition of Forced Labour Convention

C111 - Discrimination (Employment and Occupation) Convention

C138 - Minimum Age Convention

C155 - Occupational Safety and Health Convention

C182 - Worst Forms of Child Labour Convention

C081 - Labour Inspection Convention

C144 - Tripartite Consultation (International Labour Standards) Convention

C042 - Workmen's Compensation (Occupational Diseases) Convention

C189 - Domestic Workers Convention

C190 - Violence and Harassment Convention

MISA supports and upholds the ideals of the ILO through the services and benefits provided to members and other additional activities.

Having been involved in the drafting process of C190, Keyter ensured that the lessons learnt in that processes were applied for the improvement of the retail motor industry, through amongst others, the implementation of specific interventions such as:

- training of the MISA Gender Champions;
- drafting and roll out of MISA's policy on the Elimination of Violence and Harassment (MISA being the first trade union globally to roll out such a policy), and
- formulation of the Industry Equality and Diversity Forum (IEDF) aimed at the provision of training and promotion of initiatives for the improvement of the industry.

To participate in the improvement of the retail motor industry through the IEDF, please contact Training@ms.org.za.

The Launch of a Pioneering Initiative at MISA



Debunking electric vehicle (EV) myths is essential to dispel misinformation and encourage informed decision-making when choosing between an EV and a traditional internal combustion engine (ICE) vehicle. Here are some common myths and the realities:

1. Do EVs have a limited range and are not as suitable for long trips as ICE vehicles? True.

Reality: EVs generally have limited ranges compared to ICE vehicles that usually have an average range of 400-600 km. In particular, AutoTrader tested the distance of a particular selection of EVs can achieve on a single charge while travelling non-stop at 120 km/h on a hot South African day with the AC set at 21°C. The 2023 electric challenge took place on a high speed oval track in Pretoria and the results showed that when driven from 90% battery charge down to 10%, EVs typically have a range of between 200 and 250 km.

(EVs tested: Mercedes-Benz EQA 250 Progressive, BMW iX1 xDrive30 xLine, Volvo XC40, GWM Ora 400 GT Ultra Luxury).

2. Do EV Batteries have a short lifespan? False.

Reality: Most EVs come standard with an 8 year/160 000 km warranty. It has been reported that in certain cases, the Tesla Model X has travelled more than 500 000 km with its original battery pack. A study conducted on EVs from other manufacturers further showed that the average battery replacement rate on EVs after ten years' use is only 4%.

3. Do EVs consume more energy and become less efficient as their speed increases, compared to ICE vehicles? True.

Reality: Converse to ICE vehicles, which are most efficient when cruising at high speed, EVs are least effective at steady speeds on the open road. Driving electric vehicles much faster could potentially reduce an EV's range up to 40% compared to driving at lower speeds or in more

favourable conditions. This estimate can vary widely depending on certain factors such as vehicle model, battery size, driving conditions, temperature, terrain and driving habits.

4. Are EVs slow? False.

Reality: EVs are constantly beating and setting new performance records. The rotational force of an engine and transfer rate to the vehicle's wheels, better known as torque, is extremely potent in EVs. Due to the nature of its acceleration, EVs create torque almost instantly, which allows it to move from zero to fast in a small amount of time compared to ICE vehicles. With regard to top speed however, ICE vehicles generally perform better than EVs.

5. Are EVs generally heavier than comparable combustion engine vehicles due to the weight of the battery pack? True

Reality: This additional weight of a battery pack can have implications on tyre wear and performance. While the weight of EVs may have some impact on tyre wear, other factors such as driving style, tyre composition and maintenance practices will also play a significant role.

6. Do EVs offset its manufacturing emissions? True and false.

Reality: The carbon "break-even" point for EVs depends largely on the circumstances of its usage. Whilst EVs generate more carbon during manufacturing, they generate less carbon during their usage lifetime compared to ICE vehicles. Therefore, factors such as the size of the EV's battery, how the power used to charge an EV is generated, distances travelled with the EV and the frequency of use, all have an effect on when an EV will reach its carbon break-even point. The carbon break-even point for EVs is generally accepted to be between 67 000 and 151 000 kilometers.

7. Does EV manufacturing involve child labour in the mining of cobalt? True.

Reality: Child labour in cobalt mining is

a serious concern, particularly in certain regions, such as the Democratic Republic of the Congo (DRC). Children account for almost 17% of Congolese mining for cobalt, which is a crucial component in lithium-ion batteries used in various electronic devices, including EVs.

8. Is it impossible to recycle an EV battery? False.

Reality: Whilst the process of recycling Li-ion batteries found in EVs are complicated and expensive, it is very much possible. There are a number of companies worldwide that recycle Li-ion batteries found in EVs. In fact, some of them have become so efficient in its recycling methods that it claims to be able to recycle about 95% of EV batteries. The cost of recycling EV batteries is expected to decrease with the recent rise in the number of EV battery recycling start-ups.

9. Are EVs driving deforestation? True.

Reality: Nickel mining is an emerging threat to Southeast Asia's forests and it is being driven by the EV industry, thereby contributing to deforestation. Indonesia's nickel ore is being utilised for the batteries that power EVs and demand is expected to increase exponentially.

10. Is there a greater risk of fire with an EV? False.

Reality: Studies have shown that approximately 25 EVs out of every 100 000 sold are involved in a fire, compared to the 1 530 out of every 100 000 ICE vehicles sold. But while EVs are substantially less involved in fires, there are certain complications with extinguishing an electric fire. EV fires require more water to put out, are more likely to reignite and burns approximately three times hotter compared to ICE vehicles.

By addressing these myths with accurate information, more people can make informed decisions about whether or not to adopt electric vehicles.

Compiled by the MISA Strategy and Development Department.



MISA WOMEN'S FORUM

MOTOR INDUSTRY STAFF ASSOCIATION

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Women's Breakfast

Let's celebrate women together!

Great prizes up for grabs!

Dress : Smart Casual / Office Wear

Enquiries : Karen.Gouws@ms.org.za / 041 - 364 0102

RSVP's will be treated on a "first-come-first-serve" basis as space is limited.

Dietary requirements / special requests : To be indicated when confirming attendance.

Eastern Cape - East London

Date : Friday, 19 July 2024
Time : 08:00 - 11:00 (to be seated at 08:00)
Venue : East London Golf Club, 22 Gleneagles, Upper Road, Bunkers Hill, East London
RSVP : By 10 July 2024 to Karen.Gouws@ms.org.za
Entrance fee : Voluntary donation of non-perishable products (rice, samp, etc.) towards our projects.

KwaZulu-Natal

Date : Friday, 02 August 2024
Time : 08:00 - 11:00 (to be seated at 08:00)
Venue : Southern Sun Elangeni & Maharani, 63 Snell Parade, Durban
RSVP : By 23 July 2024 to Karen.Gouws@ms.org.za
Entrance fee : Voluntary donation of non-perishable products (rice, samp, etc.) towards our projects.

Western Province

Date : Wednesday, 07 August 2024
Time : 08:00 - 11:00 (to be seated at 08:00)
Venue : Zevenwacht Wine Estate, Langverwacht Road, Kuils River, Cape
RSVP : By 26 July 2024 to Karen.Gouws@ms.org.za
Entrance fee : Voluntary donation of single bed blankets and toiletries for girls aged 5 - 18 towards our projects.

Eastern Cape - Gqeberha

Date : Wednesday, 14 August 2024
Time : 08:00 - 11:00 (to be seated at 08:00)
Venue : The Milestone (Running Waters), Plot 6, Kragga Kamma Road, Gqeberha
RSVP : By 6 August 2024 to Karen.Gouws@ms.org.za
Entrance fee : Voluntary donation of cat food towards our animal projects.

Northern / Highveld

Date : Friday, 16 August 2024
Time : 08:00 - 11:00 (to be seated at 08:00)
Venue : The Banquet Hall, Avianto, Plot 69, R114 Driefontein Road, Muldersdrift, Krugersdorp
RSVP : By 7 August 2024 to Felicity.Hansel@ms.org.za
Entrance fee : Voluntary donation of books for children grades R to 7 (ages 5 -13) towards our library project.

Free State / Northern Cape

Date : Friday, 23 August 2024
Time : 08:00 - 11:00 (to be seated at 08:00)
Venue : Tuscan Rose, 6 Maluti Avenue, Bainsvlei, Bloemfontein
RSVP : By 14 August 2024 to Karen.Gouws@ms.org.za
Entrance fee : Voluntary donation of food for dogs and cats as well as empty tins towards our animal protection projects.



Annual General Meeting

The MISA AGM is a very important calendar event and we need our MISA members to attend and participate.

We hope to see you there.

<p>KwaZulu-Natal Region</p> <p>Town : Durban</p> <p>Date : 01 August 2024</p> <p>Time : 18:30 for 19:00</p> <p>Venue : Royal Durban Golf Club</p> <p>Address : Gate 16, Gladys Manzi Rd, Greyville, Durban, 4001</p> <p>RSVP : To confirm your attendance (click here) by (22/7/2024)</p> <p>Attendees : 40</p> <p>Dinner to be served</p>	<p>Free State / Northern Cape Region</p> <p>Town : Bloemfontein</p> <p>Date : 22 August 2024</p> <p>Time : 18:30 for 19:00</p> <p>Venue : Tuscan Rose</p> <p>Address : Maluti Ave, Bloemfontein, 9300</p> <p>RSVP : To confirm your attendance (click here) by (1/8/2024)</p> <p>Attendees : 40</p> <p>Dinner to be served</p>
<p>Eastern Cape Region</p> <p>Town : Gqeberha</p> <p>Date : 13 August 2024</p> <p>Time : 18:30 for 19:00</p> <p>Venue : Walmer Golf Club</p> <p>Address : 90 River Rd, Walmer, Gqeberha, 6065</p> <p>RSVP : To confirm your attendance (click here) by (1/8/2024)</p> <p>Attendees : 40</p> <p>Drinks and snacks to be served</p>	<p>Western Province Region</p> <p>Town : Cape Town</p> <p>Date : 6 August 2024</p> <p>Time : 18:30 for 19:00</p> <p>Venue : Bellville Golf Club</p> <p>Address : Jip De Jager Dr, Welgemoed, Cape Town, 7538</p> <p>RSVP : To confirm your attendance (click here) by (31/7/2024)</p> <p>Attendees : 40</p> <p>Drinks and snacks to be served</p>
<p>Northern / Highveld Region – Johannesburg</p> <p>Date : 15 August 2024</p> <p>Time : 18:30 for 19:00</p> <p>Venue : Randpark Golf Club</p> <p>Address : Setperk Rd, Randpark, Randburg, 2194</p> <p>RSVP : To confirm your attendance (click here) by (1/8/2024)</p> <p>Attendees : 40</p> <p>Drinks and snacks to be served</p>	<p>Northern / Highveld Region – Pretoria</p> <p>Date : 15 August 2024</p> <p>Time : 18:30 for 19:00</p> <p>Venue : Virtual Meeting</p> <p>RSVP : To participate in the virtual meeting (click here)</p>

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**SAVE THE
DATE**

MISA
BIKERS RALLY
WEEKEND

15 - 17 November 2024

This year MISA will be hosting the rally at the Hlalanathi Drakensburg Resort.

Two Options:

R 850 for 2 nights

R 650 for 1 night

This includes meals activities and accommodation

E-mail Sonja.Carstens@ms.org.za
to book your spot



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2024 Benefits



These benefits are included in your monthly contribution.

Terms and Conditions apply to all benefits.

For more information contact MISA on (011) 4763920 or e-mail info@ms.org.za

JOIN #MISA, the Intelligent Alternative in the retail motor industry, today!