

MEMORANDUM

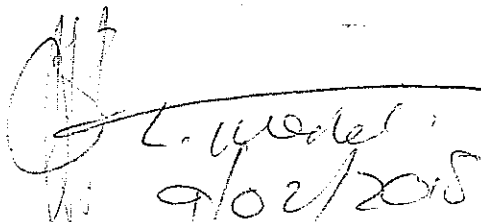
We, the employees of Eskom Centre in Bloemfontein united from all unions hereby make the following demands:

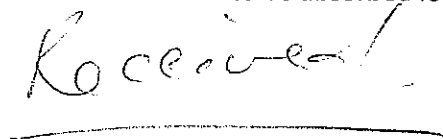
1. We demand the immediate reinstatement of Bonggi Tshabalala at the Eskom Centre due to the following reasons:
 - The lady state of health, being anemic, makes her susceptible to Alluminium and Lead Poisoning if exposed to such.
 - The current GM and her managers have totally disregarded doctor's orders that Bonggi must not be placed at the CNC as lab results show that she has been sick at the CNC but her condition improved ever since placed at Eskom centre.
 - They have brutally deactivated her access to Eskom Centre and did not pay her Jan 2018 salary.
 - They have now charged her, brought her into some kangaroo hearing presided by Mthombeni's junior, who obviously cannot decide against her bosses wishes.

2. **Lindy Mthombeni to be dismissed from Eskom or be redeployed elsewhere, definitely not as a General Manager of the Operating Unit.**
 - She champions favoritism in the OU
 - Her leadership is divided and employees/bargaining are the suffering the most
 - She is too personal than professional
 - Based on the currently financial situation.
 - Employee are victimized under her watch
 - She always take the managers side.
 - Does not build good relationships with stakeholders like unions
 - Applies a Closed-Door policy all the time.

3. **Lindy's Team to be reshuffled outside the Free State OU**
 - David Mnqwazana
 - Victor Molatedi
 - Nozipho Mpanza
 - Lepekola Raputsoane
 - David Madlopha
 - Imma Mokhantso and many more

4. **Unfair disciplinary process on Learners**
 - We demand all learners who were not absorbed in the Free State to be absorbed forthwith


L. Mthombeni
9/02/2018


Received

5. Contact Centre unfair dismissal on contact Centre Employee

- We demand the reinstatement of all Contact Centre Employees who were brutally dismissed/terminated at the end of Nov 2017 without any reason.
- They were since replaced with completely new people with irrelevant qualifications
- The experience and competency of the terminated employees was brutally ignored by Eskom and their silly excuse is that that was a national decision.
- We demand that, even if this was a national decision, it must be reversed effective immediately. Merely because the decision was made national by the cohort which is currently being cleaned out by the new board, does not make it justifiable

6. Travelling free month for Free State alone shows poor leadership

- C-scheme employees are the victims
- Management are all over disciplining members to accumulate kilos

7. Victor Molatedi and the entire Human Resources team to be disciplined and/or dismissed.

- This man and the entire HR team simply think they are the management protectors.
- They are not the true custodians of human resources policies
- Under their watch we have seen Eskom being litigated more than ever before in the CCMA's of this province
- He, together with the entire HR team, must be disciplined and/or dismissed
- They have completely failed.
- They are silent, just to protect their fat salaries and positions, when Line Managers run endless brutality with employees on the ground

8. Victimization (David Mngqazana, Mike Madlopa, Lepekola Raputsoane and Many More)

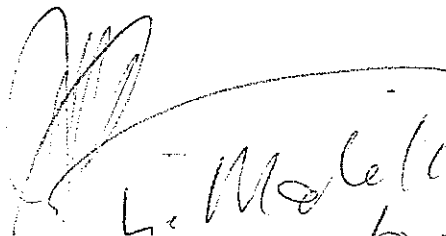
- These are the managers who think they have arrived "ba ngenile"
- Their brutality is so sweeping that there are endless grievances from the employees
- The GM has never prevailed on this hit-squad.
- In fact, we have it on good authority that they always act on her behest.

9. Zero victimization to fair managers

- Reggie
- Lebo IR
- Reggie Moleko
- And others
- We salute them for their bravery under difficult conditions where standing for the truth is a sin.
- We will defend them to the bitter end should they be victimized for standing for the truth.

We demand written responses to all our demands within 14 days of receipt of this memorandum.

Contact Persons: Tshepo Letshaba/Spuy Sebotsa (bloemfontein@numsalocal.org.za)


L. Moleko
09/02/2018