

From: BEMAWU HEADOFFICE <headoffice@bemawu.org.za>

Sent: Thursday, November 8, 2018 9:53 AM

To: Jonathan Thekiso

Cc: Thembinkosi Ngoma

Subject: INSTILLING CULTURE OF FEAR AND INTIMIDATION

Dear Mr Thekiso,

We have copied this email to the Portfolio Committee as we believe it is a very serious matter the Committee should take note of.

At a general meeting held earlier this week, BEMAWU members resolved to sacrifice their lunchtime on Friday, 9 November 2018 to peacefully demonstrate their unhappiness and disagreement with the SABC's decision to retrench 2200 people.

CWU members resolved same.

This was then incorrectly reported as a "total shutdown" of the SABC.

BEMAWU immediately rectified and clarified this, in writing to yourself and also in several media interviews where we made it clear there is no intention to "shut down" and/or to interfere in any shape or form with the SABC's normal operations, and we even furthermore undertook to ensure, as best as we can, that the SABC's operations would not be disrupted in any manner.

Despite our very clear communication and undertaking you continued to distortedly refer to our request and constitutional intended action as a total shutdown of the SABC.

Despite our very clear communication and undertaking you went further to issue several communications of an extreme intimidatory nature to our members threatening them with disciplinary action and dismissal should they part take in this peaceful, constitutional action.

Never before were employees of the SABC so fearful of management of the SABC.

Employees are extremely demoralized and intimidated by in particular your conduct and communications. This is not exactly a conducive environment for an organisation in severe distress and under extreme pressure to perform.

Freedom of expression is a fundamental human right. People died for it in our oppressive past.

We urgently request that you refrain from this conduct and behavior and allow SABC employees their fundamental right to freedom of expression - to demonstrate their unhappiness and concerns of loosing their jobs. Allow employees to peacefully protest against decisions and situations they were not party to, but was caused by a Board and Executives paid in excess of R45m per year and pocketed lucrative bonuses.

Our members followed orders from management. Those who disagreed were fired, purged and harassed. Some employees like Suna Venter paid with her life.

How many more people will die and suffer at the hand of SABC management and how much more beating can an organisation take before it is destroyed beyond repair?

Will you please withdraw your communique threatening employees and inform them they are free to participate in the lunch time demonstration subject to the conditions and undertaking already communicated to you?

Sincerely,

Hannes du Buisson
BEMAWU