

**BOTSWANA LANDBOARDS LOCAL AUTHORITIES
AND
HEALTH WORKERS UNION (BLLAHWU)**



**MEMBERSHIP
APPLICATION FORM**

BLLAHWU: An internationally Admired Trade Union

BLLAHWU – VANGUARD OF THE WORKING CLASS

Botswana Lands Boards Local Authorities and Health Workers Union (BLLAHWU), formerly Botswana Unified Local Government Service Association (BULGSA) is a duly registered Trade Union pursuant to Trade Unions and Employers Organisations Act and duly recognised by the employer being Directorate of Public Service Management on behalf of the Government through a collective agreement in the form of recognition agreement. BLLAHWU was established in 1972 as Association and in 2007 transformed into a Union following amendment of Labour Laws that allowed for unionization after ratification of fundamental International Labour Organisation (ILO) Conventions. BLLAHWU is a relevant and growing Union with thirty-five (35) branches country wide and six (6) Regions. The Head office is in Gaborone, Commerce Park while Regional offices are in Francistown, Palapye, Gaborone, Kanye, Jwaneng, Ghanzi.

The Union BLLAHWU exists fundamentally to protect, advance, and deepen workers' rights and bargain for improvements of workers conditions of service and welfare, and to strive for social justice.

BLLAHWU is affiliated to Botswana Federation of Public, Private & Parastatal Sector Unions (BOFEPUSU), Public Service International (PSI), African Municipalities And Local Government Union Network (AMALGUN), World Federation of Trade Unions (WFTU) and enjoys bi lateral relations with a number of Unions in Africa and progressive forces in Botswana and internationally.

BLLAHWU cherish and respect relations with its stakeholders and partnership and believes in serving its members and partners with sheer excellence.

MISSION STATEMENT

We exist to provide an effective and efficient advocacy for members and rights through collective bargaining, consultative members' participation and capacity building to achieve a conducive working environment.

VISION STATEMENT

We BLLAHWU will be a highly competitive Union and an oasis for advocacy for members and working-class welfare.

VALUES

- Solidarity Justice & Prosperity
- Trustworthy, Reliable, disciplined and dedicated to the working-class struggle
- Independent, fearless and democratic Union
- Transformative Union
- Champion of working-class democracy
- Believes in working class power
- Advocates worker control and unity of Working class

LEADERSHIP AND MANAGEMENT

The political leadership of the Union is conferred with by the Central Executive Committee led by the President. The Union is led under the auspices of worker control, democracy with a culture of decisions processes that are membership centred and rudiments of criticism and self-criticism. The structures of the Union are Tri-ennial Congress, Annual General Meeting/Conference, Governing Council, Regional Shop Steward Council/Regional Congress, Branch General Meetings, and Local Shop Stewards Councils.

The Union possesses astute and shrewd management led by the Secretary General and assisted by Heads of Departments and Managers of subsidiary companies. The management is a team of dedicated, committed and inspired men and women who engineer the growth and prosperity of the Union as an organization. The organizational culture is hinged on continuous performance with meritocracy Employee, talent management, employee support and capacity building.



INVESTMENTS

The investments of the Union are operated through **MOKAULENGWE INVESTMENTS (Pty) Ltd** which has subsidiaries such as **Mokaulengwe Insurance Brokers, Mokaulengwe MicroFinance, Mokaulengwe Property Trust, Mokaulengwe SACCOS**. The essential role and resolve of the Union Investments is captured succinctly by Mokaulengwe Investments slogan of **“creating wealth for members”**. The Investments of the Union are headed by the Chief Executive Officer and assisted by Managers of subsidiaries under the direction of a Board of Directors with wide diversity of expertise and experience. There is an investment strategy running concurrently with Union strategic plan and reviewable mid period.

BENEFITS OF BEING A BLLAHWU MEMBER

1. Effective representation at negotiation and collective Bargaining process for better welfare and condition of service.
2. Representation of members in disciplinary hearings and other labour matters at mediation, Arbitration and court process
3. Legal Insurance
4. BLLAHWU FUNERAL SCHEME
5. Loans
6. Insurance
 - Motor Insurance
 - Home insurance
 - All risk Insurance
 - Farming insurance
7. Airtime and Internet Schemes
8. Farming Schemes
9. Building Schemes
10. Discounts in various shops : Sefalana, Motovac, Builders Hub ,Builders Mart

For more information contact us on

Website: www.bllahwu.com

Head Office : Tel : 3932399

Fax: 3932390

Email: bllahwuinfo@mokaulengwe.co.bw



BLLAHWU FUNERAL SCHEME

WHO CAN HAVE IT?

THE FUNERAL PLAN ASSISTS MEMBERS AND THEIR FAMILIES WITH THE COSTS ASSOCIATED WITH A FUNERAL.

| INSURED | PREMIUM | MIN. ENTRY AGE | SUM INSURED- NATURAL DEATH | SUM INSURED- ACCIDENTAL DEATH |
|---|----------|----------------|----------------------------|-------------------------------|
| Main Insured | | 18 | P 40, 000 | P 60, 000 |
| Spouse | | 18 | P 40, 000 | P 60, 000 |
| Children - Max 8 | | | | |
| Children includes stillborn child (28 weeks to 1 year old) | | 28 weeks - 1 | P 10, 000 | |
| Children aged 1 year to 6 years old | | Under 6 | P 10, 000 | |
| Children aged 7 to 15 years | | Under 15 | P 20, 000 | |
| Children aged 16 and older | P 64 000 | Under 21 | P 40, 000 | |
| Children aged 21 to 25 if full-time students and fully dependent on the insured | | Under 26 | P 40, 000 | |
| Deceased children of any age who are fully dependent on the insured | | Any age | | |

| PARENT COVER | | | EXTENDED FAMILY COVER | |
|--------------------|---------------|------------|-----------------------------------|----------|
| Premium Per Parent | Natural Death | Accidental | Premium Per Extended Family Cover | Benefit |
| P 25.00 | P 5 300 | P 5 800 | P 25.00 | P 5,300 |
| P 40.00 | P 11 000 | P 12 100 | P 50.00 | P 11 000 |
| P 60.00 | P 16 000 | P 17 600 | P 70.00 | P 16 000 |

Upon Immediate family's parents death, a complimentary P250 will be paid.

HOW DOES IT WORK?

The main insured, their spouse and up to eight of their children will enjoy cover at a flat premium. The insured further has the option to insure their parents/parents-in-law (up to a maximum of four parents) and other dependants, at an additional premium.

In the event of the death of an insured person, the policy will pay out different claims settlement amounts, based on the age and relationship of the deceased to the main insured.

WHO IS THE INSURANCE COMPANY FOR THIS PRODUCT

Metropolitan life of Botswana is the underwriter, who will deal with any claims for this product.

ANY OTHER CONDITIONS?

The main insured and their spouse must be younger than 65 years; parents and extended family younger than 80 years of age, at the start of the policy.

There is a waiting period of 6 months for parents in law and 6 months for extended family before a natural death claim can be accepted. There is however, immediate cover for accidental death, as long as one month's premium has been paid. Members with existing policies will be covered immediately after cover has commenced.

WHAT DO I PAY?

Cover for the immediate family, that is the main insured, their spouse and a maximum of eight children only costs P54.00

Members with existing funeral covers will be subjected to a waiting period waiver. [TERMS AND CONDITIONS APPLY]



Tel: 3932399 Fax: 3932190

First Floor, Unit 3, Gaborone

West Avenue, Plot 178 Unit 3, Gaborone Park

Address: P.O. Box 211042, Botswana



MOKAULENGWE

MICROLENDING



Mokaulengwe Micro Lending Loan...

Same day Approval, fast and reliable



Same day Approval, fast and reliable for BLLAHWU members check your Benefit Administrator at your nearest Branch country wide.

Mokaulengwe Micro Lending is there for your needs, get your P5000 payable in 3,6,9,12 months tailor made for BLLAHWU members.

Borrowing more than you can afford can lead to Financial Difficulties.

Visit www.bllahwu.com or call BLLAHWU office at 3932399 for any clarifications or queries

www.bllahwu.com



blahwu@bllahwu.com



BLLAHWU - Vanguard of the working class



Plot 178, Unit 3, Commerce Park, West Avenue



BLLAHWU DIRECTORY

REGION 1 : FRANCISTOWN

Geruda Complex, Blue Jacket Street

Office No.2 Francistown

Tel: (+267) 2414116

Fax: (+267) 2414170

REGION 2 : PALAPYE

Makwapa Complex, Above Old Choppies Mall

First Floor, Office No.3, Palapye

Tel: (+267) 4920634

Fax: (+267) 4920619

REGION 3 & HEAD OFFICE: GABORONE

Plot 178 Unit 3

GICP, Gaborone

Tel: (+267) 3932399

Fax: (+267) 3932390

REGION 4 : JWANENG

Plot 832, Eagle House, Main Mall

Jwaneng

Tel: (+267) 5880014

Fax: (+267) 5880018

REGION 5 : GHANZI

Ghanzi Bus Rank

Ghanzi

Tel: (+267) 6596143

Fax: (+267) 6596014

REGION 6 : KANYE

Plot 6641, Kanye Central

Kanye

Tel: (+267) 5410066

Fax: (+267) 5410089



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BLLAHWU - Vanguard of the Working Class @bllahwu



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Botswana Land boards, Local Authorities and Health Workers Union(BLLAHWU)

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Gaborone

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Email: bllahwuinfo@mokaulengwe.co.bw

Website: www.bllahwu.com

BLLAHWU MEMBERSHIP APPLICATION AND DATA UPDATE

New member registration

Existing member

MEMBER PERSONAL DETAILS

Title: Surname:..... Forenames :..... Gender :.....

Omang#/Work Permit#..... Date of Birth:(Day/Month/Year):/...../.....

Marital Status:..... Qualifications (Level):.....

Full Names of Next of Kin:..... Next of Kin Cell Number:.....

CONTACT DETAILS

Cell Number:..... Cell Number 2: Tel No (Work):.....

Permanent Home address:
(Physical and postal)...

Email Address:.....

EMPLOYMENT INFORMATION

Employer Name: Designation / Occupation:.....

Employment type: Permanent Contract if it is Contract state the duration:..... Date of Employment:

Locality (Duty Station)..... Applicant's Branch:.....

Applicant's Paypoint..... Basic Salary:

SUBSCRIPTION INFORMATION

Payment method: Source Debit Order

If you pay by Debit Order please complete your banking details

Bank name Branch Name/ Number

Account Number Account Type

Card Number Card Expiry date.....

Monthly membership subscription: P..... Monthly Legal Scheme premium : P.....

Monthly Funeral Scheme premium: P.....

I hereby apply for membership and authorise the Secretary General to deduct membership and funeral subscriptions from my salary. The deductions which are made in respect of my monthly subscriptions, will be made in accordance with the current subscription rate subject to changes of which you will be duly informed. This authorisation takes effect from (month and Year) & shall continue to be in force until cancelled in writing by myself and the Secretary General of BLLAHWU. I pledge to uphold the BLLAHWU constitution, rules, byelaws and regulations at all times. I also pledge to actively participate in all activities of BLLAHWU. Cancellation of this authorisation is subject to the provision of the union's constitution.

Signature of Member:.....

Date:.....

FOR OFFICIAL USE ONLY

Name of Branch Official:..... **Position:**.....

Signature:.....

Secretary General:.....

Date:

10 FUNDAMENTAL PRINCIPLES OF THE WORKING CLASS IDEOLOGY

- 1. Working Class Solidarity**
 - a. An injury to one is an injury to all.
 - b. Organize the unorganized-every worker a Trade Union member
 - c. International solidarity
- 2. Independence of the working class**
 - a. Inherit Liberty and natural freedom, to engage on social, cultural economic political and scientific challenges, facing man/Woman not in workers in politics.
- 3. Faith in democracy**
 - a. Popular participation in governance-Citizen/ Membership centered-more than just elections.
 - b. Transparency
- 4. Worker control**
 - a. Inner democracy within our Union
 - b. Elect shop steward, workers leaders
 - c. Accountability of leadership to members they represent.
- 5. Selflessness and commitment**
 - a. **Voluntary Service to** our Union
 - b. Provision of quality public service to the public.
- 6. Botho**
 - a. Courtesy and discipline
- 7. Social Justice**
 - a. Equitable distribution of wealth
 - b. Human and workers right
 - c. Workers obligation towards the poor and the oppressed
 - d. Zero tolerance to corruption
- 8. Universalisation of skills provision**
 - a. Early childhood development
 - b. Lifelong education free and compulsory education
 - c. Centrality of education with production, vocational, life skills.
- 9. Full employment**
- 10. Culture, Sports and Recreation**