

# EMPLOYMENT RELATIONS TRIBUNAL

ERT/RN 49/14

## ORDER

Before:

<b>Rashid Hossen</b>	-	<b>President</b>
<b>Vijay Kumar Mohit</b>	-	<b>Member</b>
<b>Denis Labat</b>	-	<b>Member</b>
<b>Khalad Oochotoya</b>	-	<b>Member</b>

In the matter of:-

**The SICOM Employees Union (SICOMEU)**

**(Applicant)**

**And**

**(1) The State Insurance Company of Mauritius Ltd (SICOM)**

**(Respondent No. 1)**

**(2) The SICOM General Insurance Ltd (SGIN)**

**(Respondent No. 2)**

This is an application made by the SICOM Employees Union (SICOMEU) pursuant to **Section 38** of the **Employment Relations Act 2008 (as amended)**. The application is for an Order for recognition of the trade union.

A secret ballot exercise was organized and supervised by the Tribunal on the 19<sup>th</sup> of May 2014 at the seat of the State Insurance Company of Mauritius Ltd (SICOM). Out of a total number of 219 employees in the relevant bargaining unit as agreed by parties, 210 employees participated in the balloting exercise. 167 employees

voted for the recognition of the **SICOM Employees Union (SICOMEU)**, 41 employees voted against the recognition of the **SICOM Employees Union (SICOMEU)** and 2 bulletins were declared void. On the total number of employees in the bargaining unit (i.e. irrespective of abstention) the **SICOM Employees Union (SICOMEU)** thus received support of 76.3% of the employees.

The Tribunal therefore orders that the **SICOM Employees Union (SICOMEU)** be recognized as the bargaining agent to represent the workers in the bargaining unit comprising of employees of non-managerial cadre at the **State Insurance Company of Mauritius Ltd (SICOM)** and the **SICOM General Insurance Ltd (SGIN)**.

The Applicant and the Respondents shall thus meet at such time and on such occasions, as the circumstances may reasonably require, for the purposes of collective bargaining.

**(Sd) Rashid Hossen**  
**(President)**

**(Sd) Vijay Kumar Mohit**  
**(Member)**

**(Sd) Denis Labat**  
**(Member)**

**(Sd) Khalad Oochotoya**  
**(Member)**

**Date: 20 May 2014**