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2025-05-20

TO: ALL EXECUTIVE COUNCIL MEMBERS, FTURs, BOBOs, TURs, AND MEMBERS

**TRANSNET 2025/26 SALARY/WAGE: MANDATING PROCESS – CCMA COMMISSIONERS' PROPOSAL FOR SETTLEMENT**



After a long and challenging round of salary / wage negotiations for the 2025/26 period, the United National Transport Union (UNTU) is pleased to inform our members that the CCMA Senior Commissioners who have been facilitating the S150 process between UNTU and Transnet, have tabled a CCMA Facilitators' proposal in terms of salary / wage increase to resolve the current impasse between UNTU and Transnet. The CCMA invited SATAWU to today's proceedings at their own discretion, and subsequently engaged separately with UNTU, Transnet and SATAWU at the Transnet Bargaining Council (TBC) on Tuesday, 20 May 2025.

The CCMA Commissioners who facilitated the S150 dispute between UNTU and Transnet have come up with a **"Commissioners' Proposal for Settlement"** in a final attempt to prevent UNTU from embarking on protected industrial action. The **"Commissioners' Proposal for Settlement"** has been provided to the parties for favourable consideration by their constituencies and consists of the following elements:

- The proposed agreement will apply to **ALL** Bargaining Unit employees as defined in the Transnet Bargaining Council Constitution.
- A three (3) year agreement, commencing on 01 April 2025 and terminating on 31 March 2028.
- Year 1 - 6% increase across the board for all bargaining unit employees
- Year 2 - 6% increase across the board for all bargaining unit employees
- Year 3 - 6% increase across the board for all bargaining unit employees
- Employees in the Bargaining Unit who had not received the wage adjustment on 01 April 2025, will receive such adjustment from the June 2025 pay-month, **back dated to 01 April 2025**. The modus of calculation and payment period must be determined by agreement between the parties, similar to the previous wage agreement.
- Transnet has committed that **there will not be any mandatory retrenchments during the currency of this agreement**. Transnet will engage with the Parties in terms of the Recognition Agreement and the Labour Relations Act, should there be a change in their undertaking as above.
- The Parties must revert to the Commissioners by **10 June 2025**.

It is now up to the UNTU members, the mandate-givers, to either **ACCEPT** or **REJECT** the **"Commissioners' Proposal for Settlement"** as depicted above. Should the majority of our members vote in favour of accepting the **"Commissioners' Proposal for Settlement"**, UNTU leadership will proceed to sign this agreement, which will be binding on **ALL the Transnet Bargaining Unit employees**. If the **"Commissioners' Proposal for Settlement"** is rejected by the majority of the UNTU membership, UNTU will issue a notice in terms of S64 (1) (b) to initiate industrial action, as mandated by our members through our prior balloting process.

This development is a testament to the perseverance and discipline of UNTU's negotiating team, led by President Wielligh Meyer and Vice President Luvuyo Mdyogolo, who have consistently upheld the fight for economic justice and job security, especially as Transnet continues to face pressure from private sector interests circling one of South Africa's most strategic economic assets.

History will judge those who stood on the sidelines as UNTU fought for job security and ensuring a better increase to **ALL the Transnet Bargaining Unit employees** using every potential legal avenue available to us, from S23 of the LRA, to the declaration of the mutual interest dispute, to the declaration of the S64 dispute and the S150 CCMA facilitation process, and depending on the outcome of the mandating process potential industrial action, should the members so decide.

UNTU extends heartfelt appreciation to our members and Officials for their unwavering support and patience. We now urge all members to actively participate in a transparent and democratic mandating process to determine our collective way forward.

We call on **ALL** Branches to arrange urgent Branch meetings, during which the Branch Officials must conduct the mandating process in terms of the ***"Commissioners' Proposal for Settlement"***. A mandating process must be conducted to determine whether the majority of the members **"ACCEPT"** or **"REJECT"** the ***"Commissioners' Proposal for Settlement"***.

The releases for the urgent Branch meetings must be communicated to Maria Chonco via email to [maria@untu.co.za](mailto:maria@untu.co.za) at UNTU Head Office, who will compile and provide the release requests to Transnet Management.

Once the Branch meetings have been concluded, the Branch Consolidated Mandate Outcome forms, duly completed and signed, must be submitted to **Manette Havenga, via email to [manette@untu.co.za](mailto:manette@untu.co.za) by no later than 12h00 on Wednesday, 04 June 2025.**

**The Mandating Process in terms of the *"Commissioners' Proposal for Settlement"* must be done in the following sequence:**

1. All Trade Union Representatives (TURs) must ensure that they schedule meetings with their members / constituency to conduct the mandate process and submit the duly completed and signed ***(Annexure A) – Attendance Register of TURs and Members*** to their respective Branch Chairperson / Branch Secretary, when the Branch meeting convenes.
2. When the TURs engage with their members / constituency, the members must individually complete ***(Annexure C) – Members Individual Mandate Form*** indicating whether they **"ACCEPT"** or **"REJECT"** the proposal.
3. Once all the TURs within their respective Branches have concluded their meeting/s with their members / constituency, the Branch Chairperson / Branch Secretary must then call for a Branch meeting.
4. During the Branch meeting, the Branch Chairperson / Branch Secretary must consolidate the ***(Annexure C) – Members Individual Mandating Form*** obtained from the members in the presence of those TURs that is attending the Branch meeting.
5. The Branch Chairperson / Branch Secretary must count the actual number of those members who **"ACCEPT"** the ***"Commissioners' Proposal for Settlement"*** and the actual number of those members who **"REJECT"** the ***"Commissioners' Proposal for Settlement"*** and capture these numbers on ***(Annexure D) – Branch Consolidated Mandate Outcome Form*** in the spaces provided on the document

6. The Branch Chairperson / Branch Secretary must complete, sign, and submit the attached:

- **Annexure A – Attendance Register (TURs and Members)**
- **Annexure B – Attendance Register (Branch Meeting)**
- **Annexure D – Branch Consolidated Mandate Form**
- **Annexure E – Template – Agenda & Minutes of the Branch meeting** held regarding the “**Commissioners’ Proposal for Settlement**”, which must be sent to **Manette Havenga, via email to [manette@untu.co.za](mailto:manette@untu.co.za) by no later than 12h00 on 04 June 2025.**
- *The **Members’ Individual Mandate Form (Annexure C)** must be kept by the Branch Secretary in a safe and secure storage space that must be accessible upon request by the General Secretary of UNTU, these records must be kept for at least three (3) years.*

**UNITED WE STAND, DIVIDED WE FALL MAQABANE!!!!**

**ALUTA CONTINUA!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!**

Esteemed greetings,



**SJ van Vuuren**  
**UNTU: GENERAL SECRETARY**