

TRANSNET BARGAINING COUNCIL

**COLLECTIVE AGREEMENT ON THE RULES GOVERNING CONCILIATING
AND ARBITRATING DISPUTES AND THE DISPUTE RESOLUTION FUND IN
THE TRANSNET BARGAINING COUNCIL**

In accordance with the provisions of the Labour Relations Act, 1995, (No 66 of 1995).

TRANSNET LIMITED

(hereinafter referred to as “Transnet”)

and

UASA – United Association of South Africa

SATAWU – South African Transport and Allied Workers Union

UTATU – United Transport and Allied Trade Union

(hereinafter referred to as the “Trade Unions”)

I N D E X

A. SCOPE OF AGREEMENT.

B. VALIDITY.

C. INTERPRETATIONS.

A AREA AND SCOPE OF AGREEMENT

This Agreement shall be applicable to-

all junior employees of Transnet Limited and its Business Units who have been appointed permanently or temporarily, irrespective of whether they are represented by a trade union or not, except: –

- (i) employees with individual contracts in the management and middle management corps, except where mentioned;
- (ii) employees working less than 24 hours a month, except where
 - mentioned otherwise in this Agreement; or
 - the provisions of any agreement entered into contains service conditions which differ from the provisions of this Agreement, subject to the conditions of Section 49 of the Basic Conditions of Employment Act, 1997, (Act 75 of 1997).

B VALIDITY

This Agreement shall come into operation for all parties to the Transnet Bargaining Council on the date as accepted by the Transnet Bargaining Council and extended to the non-parties on such date as may be specified by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, (Act 66 of 1995), as amended, and shall remain in until date.

C INTERPRETATIONS

(1) In this Agreement, unless the context indicates otherwise or by variation in the Annexures hereto-

- a) “agreement” includes a collective agreement;

Signed at Johannesburg on the 23 August 2005.