



REF: CL/TE.008/EDK/av

2013-03-25

TO:

**ALL EXECUTIVE COUNCIL MEMBERS AND FTUR'S, TUR'S BRANCH CHAIRMAN
AND BRANCH SECRETARIES TRANSNET ENGINEERING (TE)**

LEAVE PAYOUT AND SHIFT PATTERN AGREEMENT

1. Attached please find a Communiqué received from Management in respect of the Leave Payout which is postponed from the end of March 2013 to the end of April 2013. – **see Annexure A.**
2. Shift Pattern Agreement and the Variation Agreement

See attached **Annexure B**, Extension of the Shift Pattern Agreement signed at the Transnet Bargaining Council on 22 March 2013 with the following that were agreed to.

1. That there will be a TE NBC on the 16 and 17 April 2013 the second day will be used to discuss the Variation Agreement Presentation for the road shows and to set dates for the road shows in May 2013.
 2. That the parties will meet at a special NBC on 3 April 2013 to discuss the relocation of employees within Transnet Engineering.
3. Racism within Transnet Engineering

The Parties agreed to establish a small Task Team to develop a framework to deal with the unsavoury incidents of racism that once again is surfacing within Transnet Engineering (TE). This Task team will also meet on the 3rd of April 2013.

UTATU SARWHU hereby once again wants to place on record that it condemns any forms of racism.

UTATU SARWHU greetings,

**Eddie de Klerk
O. b. o SA Harris
GENERAL SECRETARY**

Non-profit Organisation – Ref: Number 036-913

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