



## **AGREEMENT OF SETTLEMENT**

**BETWEEN:**

**TRANSNET RAIL ENGINEERING  
(TRE)**

**AND**

**UNITED TRANSPORT AND ALLIED TRADE  
UNION  
("UTATU")**



## **1. Introduction**

- 1.1 The Union declared a dispute against TRE regarding the incorrect placement under the Artisans Agreement of 2008 on behalf of the fourteen employees listed in Annexure "A".
- 1.2 TRE investigated the matter and agreed that the employees ought to have been placed in category I4 as multiple engineering trades and not category I3 as single engineering trades.
- 1.3 The parties accordingly hereby record in writing their agreement reached on 22 July 2010.

## **2. Placement and Remuneration**

- 2.1 It is recorded that TRE already placed the employees into category I4 on 1 April 2010, and that they have been remunerated at the correct rate since that date.
- 2.2 TRE will pay each of the employees an ex-gratia amount, calculated at their basic rate of pay, as the difference between the category I3 and I4 pay, from the date of implementation of the Artisan Agreement until the end of March 2010. This amount will be effected in the August 2010 pay run.



#### 4. Full and Final Settlement

4.1 The payments by TRE to the employee referred to in this agreement, less any deductions owed by the employees to TRE, are made in full and final settlement of all and any claims of whatsoever nature which the union and its employees may have against TRE, affiliated entities, predecessors, successors.

SIGNED AT Pretoria ON 17 August 2010

Matthew  
FOR AND ON BEHALF OF TRANSNET

Abrahams  
WITNESS 1

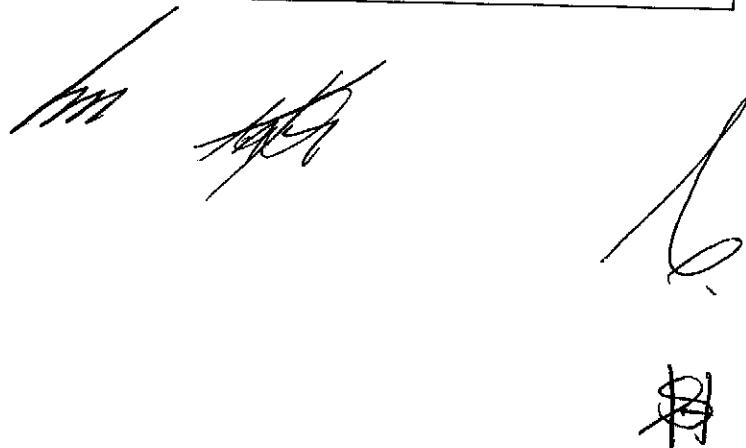
SIGNED AT Johannesburg 17 August 2010

Stamps  
UTATU

Chand  
WITNESS

**Annexure "A"**

<b>Employee Number</b>	<b>Surname and Initials</b>
24632	Bekker J
20660	Botes EM
24717	Bruintjies GO
20720	Coetzee JV
20248	De Lange CJ
21240	Nel JPL
24718	Ngquse TG
24587	Nzungu TB
24762	Schoeman WB
20631	Smit DJ
20426	Van Den Berg JW
20259	Vermaak N
24720	Welgemoed FD
24713	Welgemoed RD



Handwritten signatures and initials are present below the table, including a large 'M', a signature that looks like 'J. Smit', a signature that looks like 'J. Vermaak', and initials 'P' and 'G'.