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To: All media

Attention: Transport Journalists and Editors

28 February 2024

FOR IMMEDIATE RELEASE

UNSUCCESSFUL NEGOTIATIONS BETWEEN PUTCO AND NUMSA

Putco met with the National Union of Metalworkers of South Africa (NUMSA), the parties could not find middle ground regarding the standing issues in connection to the suspended employees currently undergoing a Section 188A CCMA inquiry.

The dispute dates back to an illegal strike in September 2022, after which certain employees were suspended with full pay pending the outcome of the inquiry. Initially, these employees were not required to report for duty. However, due to various reasons, including secondary employment, absenteeism from CCMA hearings and communication challenges, the company amended these conditions, requiring the suspended employees to report and remain at Putco premises during their normal working hours without rendering any duties.

The company's changes to the suspension conditions resulted in the resignation of some of these employees while others absconded and were eventually dismissed. Putco also discovered fraudulent sick notes, which prompted the company to introduce measures to verify medical certificates. These measures are being perceived by NUMSA and its members as being punitive, leading to unfounded allegations that Putco is mistreating its employees.

Putco invited NUMSA to a meeting on 22 February 2024, to seek common ground. During a follow up meeting on 27 February 2024, NUMSA demanded that all suspended employees be reinstated or allowed to serve their suspension from home. They also requested that Putco refrains from verifying medical certificates before paying suspended employees despite evidence that there was a spike in fraudulent sick notes. Putco stated that the suspensions were due to gross misconduct by the employees and that the company could not reinstate or uplift the suspension without following due processes currently underway.

The company also expressed concerns regarding the prolonged CCMA inquiry process, which both parties had agreed would be undertaken expeditiously. Putco is of the view that NUMSA's suggestion that the hearings be concluded by November 2024, is unreasonable. This would be more than two years since the process started and would go against the

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Member of SABOA

Directors: Dr T Mokgokong (Non-Executive Chairman) F G Pisapia (Managing),
A L Carleo-Novello (Non-Executive) N E P Loyilane (Non-Executive), S R Pisapia (Executive),
M H Heyns (Executive), S Motloung, M M Lekganyane (Non-Executive), V Mouton
Company Secretary: CC Liebenberg

union's commitment in the Section 150 agreement to finalise the matter speedily. Putco believes that two months **(480 hours)** is sufficient time to finalise these proceedings.

We remain committed to pursuing available dispute resolution mechanisms facilitated by the CCMA and the Labour Court and we welcome an opportunity to present the facts.

End

For more inquiries, please contact:

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