Motor Transport Workers Union of South Africa

UNLESS IT'S ACHIEVED, THE STRUGGLE FOR BETTER EMPLOYMENT CONDITIONS WILL CONTINUE FROM ONE GENERATION TO ANOTHER

HEAD OFFICE
6th Floor, Santro House
20 de Korte Street
Braamfontein, Johannesburg
PO Box 30925, Braamfontein, 2017
Tel: 011 403 1619
Fax: 011 403 1852
Email: mtwu@wirelessza.co.za

CAPE TOWN
141 van Eyssen Road
Parrow
7051
Tel. 021 939 1911
Fax: 021 939 1912

DURBAN
40 Commercial Road
2332 Commercial City
4001
Tel: 031 304 2495
Fax: 031 301 3207

20 AUGUST 2026

FOR IMMEDIATE RELEASE

MTWU CONCLUDES 2026 WAGE NEGOTIATIONS: A HARD-FOUGHT SETTLEMENT THAT PUTS WORKERS' INTERESTS FIRST

On behalf of the General Secretary of the Motor Transport Workers Union of South Africa (MTWU), Mr Mdumiseni Mabaso, we would like to inform our members and the public at large of the outcome and achievements secured by the Union during the 2026 wage negotiations in the Road Freight and Logistics Industry.

The 2026 wage negotiations commenced in May 2026 and have been characterised by extensive and difficult engagements between organised labour and the employers' associations.

The parties exhausted the scheduled negotiations, including the extended dispute engagements held from 18 to 20 August 2026. As MTWU was preparing to engage on the picketing rules to employers and move towards the next phase of the dispute process, the employers' side proposed that the parties make one final attempt to reach an agreement.

That final engagement continued into the early hours of the morning and concluded at approximately 04:00 this morning.

Following these extensive engagements, the parties reached and signed a settlement agreement covering the period **1 March 2027 to 28 February 2030**.

For MTWU, this is not simply about a percentage increase. It is about what we were able to secure for workers, what we protected, and what we have deliberately kept on the table for further engagements.

We acknowledge that the final settlement does not achieve every demand that MTWU initially placed on the table.

There were issues on which we could have continued towards strike action. However, leadership had to consider the realities facing workers and the country.

South Africa is experiencing significant economic pressure, rising costs of living and continued job losses. Our members are workers with families, financial responsibilities and livelihoods that depend on their employment.

A strike is an important weapon available to organised labour, but it also comes with consequences.

HEAD OFFICE
6th Floor, Samro House, 20 de Korte Street, Braamfontein, Johannesburg, PO Box 30925, Braamfontein, 2017
Tel: 011 403 1619
Fax: 011 403 1852
Email: mtwu@wirelessza.co.za

CAPE TOWN
141 van Eyssen Road
Parrow
7051
Tel: 021 939 1911
Fax: 021 939 1912

DURBAN
40 Commercial Road
2332 Commercial City
4001
Tel: 031 304 2495
Fax: 031 301 3207

This does not mean that we have abandoned the issues on which we did not reach final agreement.

In a detailed report, see the attached draft agreement.

ACROSS-THE-BOARD INCREASES — ATB

One of the most important outcomes is the agreement on across-the-board wage increases.

Workers will receive:

- **6% increase** from 1 March 2027 to 28 February 2028;
- **5.5% increase** from 1 March 2028 to 28 February 2029; and
- **5% increase** from 1 March 2029 to 28 February 2030.

Every worker covered by the applicable bargaining arrangements will receive the agreed percentage increase to their wages in each of the three years.

The agreement also maintains the existing EBU provisions, with employees up to Patterson B4 receiving the same increase as the ATB and Patterson C1 receiving 1% less than the ATB.

MINIMUM WAGES WILL ALSO INCREASE

The minimum wages in the industry will increase in line with the agreed ATBs:

- **6% from 1 March 2027;**
- **5.5% from 1 March 2028;**
- **5% from 1 March 2029.**

ALLOWANCES WILL INCREASE

Allowances will increase in line with the agreed ATB increases.

The Hazchem allowance and Wellness Fund contributions that are calculated as a percentage of basic pay or minimum wages will also increase automatically as the relevant wages increase.

HEAD OFFICE
6th Floor, Sanlam House, 20 de Korte Street, Braamfontein, Johannesburg
PO Box 30925, Braamfontein, 2017
Tel: 011 403 3619
Fax: 011 403 1852
Email: mtwu@wirelessza.co.za

CAPE TOWN
141 van Eyssen Road
Parrow
7051
Tel: 021 939 1911
Fax: 021 939 1912

DURBAN
40 Commercial Road
2332 Commercial City
4001
Tel: 031 304 2495
Fax: 031 301 3207

EMPLOYMENT OF FOREIGN DRIVERS IN THE INDUSTRY

The agreement provides that employers must comply with legislation regulating the employment of foreign nationals.

Our industry was mostly crowded by foreign nationals therefore we have now achieved that priority be given to South Africans while ensuring compliance with the law.

SEE ITEM 7 ON DOCUMENNT

NEW CATEGORY: SUPER HEAVY MOTOR VEHICLE DRIVER

Employers had introduced a new category of a Super Heavy Motor Vehicle Drivers operating vehicles with a GCM between 56 and 150 tonnes without being graded and employees were subjected to driving these while being underpaid. This has been a serious concern therefore we have resolved as per item in document.

SEE ITEM 10 IN DOCUMENT

OWNER-DRIVERS

The has been a big achievement with the owner driver issue where there has been too much fronting and the current new agreement concluded. Owner drivers are now going to be employees of themselves and will have SLA of the company and cannot be subjected to internal company disciplinary and hearings.

SEE ITEM 14 IN DOCUMENT

IN-CAB CAMERAS

The parties have agreed that the use of these systems must balance:

- legitimate operational requirements;
- safety;
- security;
- workers' privacy;
- appropriate safeguards; and
- the dignity of employees.

We have achieved that the sleeping birth will be secured for the protection of the workers dignity

HEAD OFFICE
6th Floor, Sanlu House
20 de Korte Street
Braamfontein, Johannesburg
PO Box 30925, Braamfontein, 2017
Tel: 011 403 1619
Fax: 011 403 1852
Email: mtwu@wirelessza.co.za

CAPE TOWN
141 van Eyssen Road
Parrow
7051
Tel: 021 939 1911
Fax: 021 939 1912

DURBAN
40 Commercial Road
2332 Commercial City
4001
Tel: 031 304 2495
Fax: 031 301 3207

The matter has been referred to the 90 days process to finalise the guidelines

SEE ITEM 15 IN DOCUMENT

PROVIDENT FUND CONTRIBUTIONS

There are some companies in the industry whose contributions are far less that what the industry benchmark is. We have dealt on this matter to say all companies that are contributing less than 10% to increase their contribution. In rectifying this, parties have delegated council administrators to conduct a survey of employers registered within the council to establish the current contribution rates both by the employer and employee. Once that report has been received, parties will engage to try and determind the differnev inn contribution and align.

(CLAUSE 37) DEDUCTIONS FOR LOSS OR DAMAGE

It is with great honour that we announce a significant achievement secured by MTWU regarding employees' liability for damage.

Previously, employees could be held responsible for paying the full value of the damage incurred. We are pleased to announce that this position has now been addressed.

Going forward, an employee will not be required to pay an amount exceeding the prescribed limit applicable to their occupational grade, as set out in the agreed table.

This means that an employee's liability will be capped according to their grade, providing greater protection against excessive deductions and ensuring that workers are not unfairly burdened with the full cost of damages.

SEE TABLE IN DOCUMENT

CIT MEDICAL INSURANCE

This follows a serious problem that we have experience within our member, some employers are owing to contribute COIDA which resulted in employees being denied the cover and in case the CIT members are injured on duty, they find it difficult to be treated whereas they get subjected to poor medical attention therefor where there are no medical aids this will be an option regulated with the bargaining council.

The matter will be referred to a 90 day process where the parties will engage a service provider to supply the above need.

HEAD OFFICE

6th Floor, Sanlam House, 20 de Korte Street, Braamfontein, Johannesburg

PO Box 30925, Braamfontein, 2017

Tel: 011 403 1619 | Fax: 011 403 1852 | Email: mtwu@wirelessza.co.za

CAPE TOWN: 141 van Eyssen Road, Parow, 7051 | Tel: 021 939 1911 | Fax: 021 939 1912

DURBAN: 40 Commercial Road, 2332 Commercial City, 4001 | Tel: 031 304 2495 | Fax: 031 301 3207

AMENDMENT TO CLAUSE 65

It is also a great achievement, most of our members in the CIT have for a long time been deprived of their overtime which was subjected to interpretation by employers that average the employees overtime. In order to protect employees, parties have resolved as outlined in 20.3 on the attached document.

THE 3-MAN TEAM — A MAJOR CIT ISSUE

The 3-Man Team issue remains one of the important outstanding CIT matters.

The parties have agreed in principle on the need to address the 3-Man issue.

During the further engagement period, the parties will determine the high-risk areas first and develop an approach to phase in properly trained guards and permanently employed in CIT.

MTWU proposed the phasing in and the process is expected to be completed over a two-year period. The matter is referred to a 90 day process. Members will be informed of the outcome.

GRADING OF THE EBU IN THE INDUSTRY

The EBUs minimums remains a challenge. Parties have previously engaged on the service provider Sunguti to do the grading which it did and provided the outcome. Parties did not agree to implement those minimums. To date as we talk, there are no minimums of these employees. The union feels very strong that his process has to be completed and as a result parties have agreed to refer this to a 90 day process.

Motor Transport Workers Union of South Africa

UNLESS IT'S ACHIEVED, THE STRUGGLE FOR BETTER EMPLOYMENT CONDITIONS WILL CONTINUE FROM ONE GENERATION TO ANOTHER

HEAD OFFICE
6th Floor, Sanyo House
20 de Korte Street
Braamfontein, Johannesburg
PO Box 30925, Braamfontein, 2017
Tel: 011 403 1619
Fax: 011 403 1852
Email: mtwu@wirelessza.co.za

CAPE TOWN
141 van Eyssen Road
Parrow
7051
Tel: 021 939 1911
Fax: 021 939 1912

DURBAN
40 Commercial Road
2332 Commercial City
4001
Tel: 031 304 2495
Fax: 031 301 3207

NOTE: The draft agreement was signed in the early hours of 20th August 2026 by parties except the two employer associations deployees that have requested extension to first report and will revert by early next week and that should not be seen as nullifying the agreement.

Refer page 8

Take note these issues are not deferred matters and we promise that they will be dealt within the prescribed time.

On all matters referred to the 90 day process, should parties fail to resolve, each party reserves its right.

"Unless it's achieved, the struggle for better employment conditions will continue from one generation to another"

~END~

For interviews, please contact:

Musa Tshabalala

MTWU National Coordinator

067 424 5925

Mbuso Nzama

President

079 499 1937

For media inquiries, please contact:

Masechaba Kobola

Media Liaison Officer

076 930 7295

NBCRFLI

Your Road Freight Partner.

COLLECTIVE AGREEMENT

BETWEEN

ROAD FREIGHT ASSOCIATION (RFA)
and
NATIONAL EMPLOYERS' ASSOCIATION OF SOUTH AFRICA (NEASA)
and
CONSOLIDATED EMPLOYERS ORGANISATION OF SOUTH AFRICA (CEO)

(hereinafter referred to in this Agreement as the "employers' organisations") on one part, and the

SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS' UNION (SATAWU)
and
MOTOR TRANSPORT WORKERS' UNION OF SOUTH AFRICA (MTWU)
and
TIRISANO TRANSPORT & SERVICES WORKERS UNION (TASWU)
and
NATIONAL UNION OF METAL WORKERS OF SOUTH AFRICA (NUMSA)

(hereinafter referred to in this Agreement as the "trade unions")

The above Parties of the National Bargaining Council for the Road Freight and Logistics Industry agree to the following amendments/inclusions to the existing Council's Main Collective Agreement, arising from the wage negotiations conducted in terms of the Council's Constitution, for implementation in 2027, 2028 and 2029. The Parties hereby record their agreement as follows:

R.E

MG

LER M.R. T.S

1. **Duration**

This Agreement is for 3 years duration and shall cover the period between 01 March 2027 to 28 February 2030.

2. **Across the Board Increase for all Chambers (ATB).**

2.1. An across-the-board increase of 6.0 %, applicable from the 1st March 2027 to 28 February 2028

2.2. An across-the-board increase of 5.5%, applicable from the 1st March 2028 to 28 February 2029.

2.3. An across-the-board increase of 5.0%, applicable from the 1st March 2029 to 28 February 2030.

EBU increases to apply as per the existing provisions in the Main Collective Agreement, thus up to Patterson B4 to receive the same increase as ATB and Patterson C1 to receive 1% less than ATB.

3. **Minimums**

Minimums will increase as per the agreed ATB as follows:

3.1. That the minimum salary will be increased by 6.0% for the 2027/2028 period as from the 1st March 2027.

3.2. That the minimum salary be increased by 5.5% for the 2028/2029 period as from the 1st March 2028.

3.3. That the minimum salary be increased by 5.0% for the 2029/2030 period as from the 1st March 2029.

4. **Allowances / Wellness Contribution**

4.1 Allowances be increased by the across-the-board increase for the period.

The Hazchem allowance (Clause 60) and the Wellness Fund contributions (Schedule 4) which are calculated at a percentage of the Basic / MIN, whichever is applicable, will remain as specified in the Main Collective Agreement. It follows that the latter will increase by default due to the increase of the ATB and MIN.

5. **LIMITATION OF OVERTIME WORK (CLAUSE 10)**

Subject to sub-clause (2), an employer may not require or permit an employee to work overtime for more than—
6 hours on any day, except Saturdays;
40 hours in any week from Monday to Saturday, inclusive.
*Where an employer requires or permits an employee to work overtime in excess of the **weekly** limits set out in this clause, the employee must be paid for all overtime hours worked in excess of **40 hours per week**. Such overtime may not be compensated for by time off in lieu, whether or not an exemption has been granted.*

JEK DP R.E M.R. TJ MB

With the exception of the performance of emergency services, the maximum hours of work on any day may not exceed 15, including ordinary hours of work, overtime hours and meal intervals specified in this Agreement.
Clause 8(3)(b)
An employer may not require or permit an employee to work—
(b) more than 40 hours of overtime in any week;
Clause 9(2)(b)
An employer may not require or permit an employee to work more than—
(b) an average of 40 hours of overtime a week over the averaged period.

6. SEASONAL GUARANTEES (CLAUSE 63)

Non-permanent employees will be provided preference for employment in suitable vacancies in accordance with seasonal and operational requirements.

7. EMPLOYMENT OF FOREIGN NATIONALS (CLAUSE 58)

Amendment of Clause 58 of MCA as follows:

Employers will not employ foreigners contrary to the provisions of applicable legislation regulating the employment of foreign nationals. Industry must prioritize South Africans drivers, considering the fact that driving is not a scarce skill within the Industry and there is no shortage of the drivers.

8. DEFINITION OF ESTABLISHMENT (SCHEDULE 2)

The premises where an employee is employed as his home depot or primary place of work as per the contract of employment.

9. NEW JOB CATEGORY – GENERAL WORKER (SUPPORT SERVICES) GRADE 1A

A new occupational category namely General Worker (Support Services) Grade 1A for employees not directly involved in operations, warehousing and fleet maintenance, shall be introduced for new appointments with effect from 1 March 2027, with a minimum wage of R1,448.00 per week. Employees who were employed as General Workers Grade 1, prior to 1 March 2027 shall not suffer any reduction in remuneration, nor be regraded or reclassified, as a result of the introduction of this category. The category of new appointments at this grade shall be the following; Tea lady, cleaner, gardener, and canteen assistant.

10. NEW JOB CATEGORY – SUPER HEAVY MOTOR VEHICLE DRIVER

A new occupational category, namely Super Heavy Motor Vehicle Driver (GCM between 56t and 150t), shall be introduced with effect from 1 March 2027 and shall be positioned between the Ultra Heavy Motor Vehicle Driver and Abnormal Load Driver classifications, with a minimum wage of R4 350.00 per week. Any special allowance, premium payment, incentive or other remuneration specifically linked to the operation of vehicles falling within the Super Heavy Vehicle Driver category may

CEK DP M.R. T.J R.E

be withdrawn, absorbed or incorporated into the new grading structure upon implementation, provided that no employee shall suffer any reduction in remuneration as a result of the introduction of this category.

11. SUBSISTENCE ALLOWANCE FURNITURE REMOVAL SECTOR ONLY (CLAUSE 36A)

Insert Clause 36A(3)(f) as follows:

Where an employee in the Furniture Removal Sector undertakes a trip not exceeding 48 hours, due to operational requirements or unforeseen circumstances, the subsistence allowance attributable must be paid within ten days or in the next payroll cycle following the completion of the trip, whichever is the sooner.

12. Deduction for Loss or Damages (Clause 37)

Amendment of Clause 37 as follows:

1) Subject to sub-clause (2) below and except where otherwise provided in this Agreement, employees may not agree to any deductions from their wages in respect of loss or damage suffered by their employer, unless -

a) the loss or damage occurred in the course of employment and was due to the fault of the employee;

b) the deduction amounts to less than R1 000,00; and

c) the agreement to the deductions is reduced to writing and the employee signs the document in the presence of a fellow employee of the employee's choice.

2). If an employee does not agree to a deduction, or in the case of any deduction exceeding R1 000.00, the employer may only make the deduction if the employer has found the employee liable for such loss or damage after a fair inquiry at which a fair procedure was followed and the employee has been given a reasonable opportunity to show why the deduction should not be made.

3). The total amount of any deductions for loss or damage –

(a) may not exceed the actual amount of the loss or damage and no deduction may be made if it would result in any employer being reimbursed twice for the same loss or damage;

(b) may not exceed **17.5% of the monthly minimum wage applicable to the employee's occupational grade and category** in terms of this Agreement.

4). In any period of 52 weeks, deductions for loss or damage may not exceed **20% of the annual minimum wage applicable to the employee's occupational grade and category** in terms of this Agreement.

LEK M.R. DP T.J 4 R.E

Grade	Weekly Minimum Wage	Max Weekly Deduction (17.5%)	Annual Minimum Wage	Max Total Deductions in 52 Weeks (20%)
Grade 1	R2,270.81	R397.39	R118,082.12	R23,616.42
Grade 2	R2,495.03	R436.63	R129,741.56	R25,948.31
Grade 3	R3,016.09	R527.82	R156,836.68	R31,367.34
Grade 4	R3,383.37	R592.09	R175,935.24	R35,187.05
Grade 5	R4,031.63	R705.54	R209,644.76	R41,928.95
Grade 6 (Petroleum Tanker Driver)	R4,112.66	R719.72	R213,858.32	R42,771.66
Grade 6 (Abnormal Load Driver)	R4,909.20	R859.11	R255,278.40	R51,055.68

5) The employer shall not be entitled to make any deductions for loss or damage regardless of the amount if the cost for such loss or damage is or may be recovered from an insurance company, in-house company, in-house insurance or third party insurance: provided that the employer is still entitled to make deductions pertaining to such portion of the cost not recoverable from such insurance company or third party, whether or not an insurance claim is made.

13. Incentive Work (Clause 35)

Amendment of Clause 35 as follows:

(1) An employer may introduce an incentive scheme in consultation and if agreed with the committee consisting of equal number of representatives of management and elected employee representatives and representatives of trade unions that have rights to access and stop orders, in terms of which an employee's remuneration is based on the quantity of work done or the employee's output, if –

(a) the scheme complies with this clause and has been **registered** with the Council;

(b) Council must confirm and approve compliance with Clause 35.

(c) Council must monitor and enforce compliance of Clause 35;

(d) the registers prescribed in clauses 50 and 51 of this Agreement are properly kept;

(e) an employee who is part of the scheme must be paid not less than the amount that employee would otherwise be entitled to in terms of clauses 11, 14, 15, 16, 36 and Schedule 5 of the MCA.

(f) An employee who is part of the scheme must first be paid his basic wage which may not be less than the minimum for the employee's grade as per Schedule 5 before any payment made in terms of the incentive scheme.

14. Owner Driver

Owner Driver is one who possesses only one motor vehicle and is the permanent driver of that vehicle as per Clause 1(4)(b) of the MCA.

Commissioner proposes that Clause 1(4) of the MCA must be amended to include the following:

"*There must be written SLA or contract concluded between an owner driver who use his vehicle to transport goods for hire or reward and a company concerned.*

In this regard, Commissioner proposes that "*the definition of owner driver*" in the MCA be amended to align with clause 1(4) of the MCA

Regarding the Owner-Driver quota, the matter will be referred to the process for deliberations and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

15. In Cab Camera

The use of in-cab camera systems within the industry shall be governed by the agreed guidelines as per the amended MCA for the Use of In-Cab Camera Systems, which are intended to balance legitimate operational, safety and security requirements with appropriate privacy protections, safeguards and dignity for employees and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

16. EBU

The EBU current status quo as per the MCA be retained and covering EBU employees up to C1.

17. Surplus Fund Relief and Interest Income

The matter will be referred to the Main Council and its governance structures for strategic deliberations and review and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

DP

M.R. TJ

18. Provident Fund

Council Administration to conduct a survey of all employers registered with Council to establish the current contribution rate paid by employers and employees. This exercise must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

19. Warehouse Definition

Given that the matter is currently subject to litigation at the Constitutional Court, the Commissioner proposes that the matter be refer to the Main Council for strategic deliberations and review and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

20. CIT Related Issues:

20.1 Medical Insurance

Commissioner proposes that the matter be referred to the Council Wellness Committee for further deliberation and finalisation and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

20.2. 3-Man Team (3rd Man)

The CIT chamber to deliberate the 3rd Man matter and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

20.3. Clause 65

The parties agree to include the clause namely,

"An employee who works less than 8 ordinary hours per day on a scheduled shift as a result of the employer's operational requirements and/or scheduling will be paid 8 ordinary hours for such shift.",

Parties agree with this proposal subject to aligning clauses and/or removing those that are contradictory, if any. Parties will resolve the matter within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

20.4 EBU Grading in CIT

The CIT EBU matter to be referred to the process for deliberations and must be concluded within 90 days of signing the agreement. In the event where no agreement is reached, parties reserve their rights.

DP

M.R. TJ

SIGNATURES OF PARTIES TO THE SETTLEMENT AGREEMENT

SIGNED ON THE UNDERMENTIONED DATES:

SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS UNION — DATE 20/08 2026

MOTOR TRANSPORT WORKERS UNION (S.A.) — DATE 20/08 2026

TIRISANO TRANSPORT & SERVICES WORKERS UNION UNION — DATE 20/08/ 2026

NATIONAL UNION OF METAL WORKERS OF SOUTH AFRICA DATE 26/08 2026

LE KOUBE

ROAD FREIGHT ASSOCIATION — DATE 20/08 2026

NATIONAL EMPLOYERS ASSOCIATION OF SOUTH AFRICA DATE 28/08 2026

CONSOLIDATED EMPLOYERS ORGANISATION — DATE 31/08 2026