a world class African city

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To: **Mr. Mandla Magagula**
Magagula Attorneys

Cc: **Advocate Terry Motau SC**
The Facilitator

Thobani Nkosi, Regional Secretary: SAMWU

Kiba Kekana, Acting City Manager

Tshepo Makola, COO

Tebogo Moraka. GCFO

Segala Malahlela, HOD: Legal and Contracts

From: **Mbulelo Ruda**
GED: Group Corporate and Shared Services

20 October 2025

SUBJECT: MANDATE REGARDING SAMWU'S COUNTER PROPOSAL

Dear Messrs Magagula.

This letter serves to formally communicate the mandate from the Mayoral Committee following its meeting on Friday, 17 October 2025, where the SAMWU's counterproposal was considered.

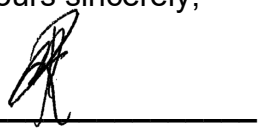
After a thorough deliberation, which included a detailed assessment of the City's financial position and obligations, the Mayoral Committee has provided the following mandate to the City's negotiation team:

- **To commit to a payment of a minimum of R1.2 billion, up to a maximum of R2 billion, by March 2026.**
- **To commit to a payment of a minimum of R5 billion, up to a maximum of R6 billion, by July 2026.**
- **To commit to a payment of R4.1 billion by July 2027.**

The offer is subject to Clause 6 of the CCMA Mediated Collective Settlement Agreement (PFA) which provides that the implementation must be subject to the principles of sustainability and affordability. It is a firm position of the City that we may not deviate from any part of the PFA, as doing so would fundamentally alter the nature of the negotiations and the facilitation processes established under this agreement.

This represents the City's position on this matter, and we trust that it will facilitate a conclusive resolution.

Yours sincerely,



Mbulelo Ruda

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