



NATIONAL TRANSPORT MOVEMENT
Reg No. LR2/6/2/2025

Date: 10th October 2018

**CONCLUSION OF SAA WAGE NEGOTIATIONS
2018/2019 AGREEMENT**

Message from the Acting President

The Secretary General Comrade Ephraim Mphahlele, The Treasurer General Comrade Chris Manamela, The National Aviation Sector Secretary, Comrade Vuyokazi Mputa , the Leadership of the NTM SAA National Enterprise Council led by Comrade Fezile Olifant, the Leadership of the NTM SAA Management Forum, Members of NTM across all the Constituencies.

I am privileged to say that as workers we have every reason to be proud of our historic achievements during our first six years of existence.

Central to these achievements is our success in advancing unity away from historic divided past,

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towards the realization of the vision contained in our most recently registered constitution, which constitution promotes freedom of association and expression, commit unity of all workers, striving socialism in our quest to attain full employment and economic emancipation - whose 6th year anniversary we celebrate this year.

Of significant interest in this regard is the fact that this year we also commemorate the 6th anniversary to our fallen hero's who fought NTM's recognition without fear or favor.

This horrible act of barbarism and smear campaign towards NTM leadership and its members was determined to communicate the aims and objectives by our detractors to cause confusion and loss of focus in order to divert the matters of bread and butter.

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But as the Honourable Members know, our mandate of course as mandated by them was sacrosanct.

As a consequence of the victories we have registered during our first six years of existence, we have laid a firm foundation for the new advances we must and will make during the next decade.

This foundation must help us to move even further forward towards the consolidation of one union at SAA, cohesion and unity, and a shared new vision born of the strengthening of the manifest reality of a South African Airways that belongs to our children and grand children united in their diversity. This company demands unity in order to improve our working conditions and preserve jobs.

It must help us to take the detailed practical steps to achieve better results today and tomorrow than we did yesterday.

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This means that during each one of the years that are coming including this one, we must achieve new and decisive advances towards:

- the further entrenchment of unity in our ranks for we will be strong as one.**
- transforming our company into a genuinely non-racial society;**
- transforming our company into a genuinely non-sexist society;**
- eradicating poverty salary scales within the context of a thriving and job-evaluation on all salary grades successful transformation of the pilots community.**
- defending the principles of the Main Bargaining Forum Constitution by ensuring that wages are concluded by the 31st March each year.**

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- securing jobs for our members and potential members by avoiding job shedding through section 189.

- building a strong and efficient union that truly serves the interests of the members such as better increases and benefits.

These objectives constitute the observance of democratic centralism to architecture of our policies and programmes, intended to ensure that NTM succeed to the union of our choice.

In conclusion , I want to thank our members who exercised patience during this year's wage negotiations throughout without fail.

Our members must be given best service and get priority for it is their union.

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**We must not be arrogant to think that we have arrived
but remain humble in order to realize our vision.**

Unity in Combat!!!

**ISSUED BY MASHUDU RAPHETHA
ACTING PRESIDENT : NATIONAL TRANSPORT
MOVEMENT**

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