



Date: 13 June 2024

**BY E-MAIL**

**TO: MEDIA 24**

**ATTENTION: ISHMET DAVIDSON  
CHIEF EXECUTIVE OFFICER-MEDIA 24**

**SHELAGH GOODWIN  
GENERAL MANAGER HUMAN RESOURCES-MEDIA 24**

Dear sirs and mesdames

**RE: SECTION 189 CONSULTATION IN TERMS OF THE LABOUR RELATIONS ACT**

1. We confirm that we are acting on behalf of our members in terms of Section 200 of the Labour Relations Act (Act 66 of 1995). It is upon this authority that we address this letter to you.
2. We wish to clarify that this letter is not intended to be exhaustive of all matters, issues, or rights of our members. We reserve the right to address additional concerns at the appropriate time and in the appropriate forum, should such action become necessary.



[www.solidariteit.co.za](http://www.solidariteit.co.za)

---

Solidariteit Hoofkantoor | Solidarity Head Office

T: 012 644 4300

H.v. DF Malanrylaan en Eendrachtstaat, Kloofsig | Cnr DF Malan and Eendracht Streets, Kloofsig

3. On 13 June 2024, Moneyweb published an article indicating your intention to close several of your publications. This development is of grave concern to us, particularly as our members learned of the potential jeopardy to their employment through media reports, with no prior formal communication from your company. Solidarity represents approximately 66 members employed by Media24 across various publications. We assert that Solidarity must be consulted in terms of Section 189(1)(b)(ii) of the Labour Relations Act 66 of 1995. Media 24 also must act in terms of Section 189(3) when proceeding with a Section 189 process and inform all parties as prescribed by law of its contemplation of possible retrenchments.
4. We wish to express profound dismay regarding the potential closure of key publications such as Rapport and Beeld. These publications hold significant cultural and historical importance, particularly within the Afrikaans community. The cessation of their print editions would represent a severe setback for Afrikaans journalism and cultural expression. For over a century, these media institutions have been supported by the Afrikaans community.
5. Solidarity with this letter on behalf of its members seek clarity on this matter. Our members, some of whom occupy senior management positions, have noted the radical nature of these potential interventions in the media landscape. The lack of prior consultation or communication is deeply concerning. We understand that some of the newspapers slated for closure remain profitable and generate substantial advertising revenue. It appears, therefore, that the decision to close these publications is not solely motivated by financial losses but by other considerations. We seek answers that are accountable to the Afrikaans community.
6. Solidarity is dissatisfied with the handling of this matter thus far. The manner in which these potential closures are being addressed lacks transparency, and due regard for the significant impact on our members and the broader Afrikaans-speaking population.

7. We hereby request urgent feedback from Media24 to discuss the implications of these potential closures and the consultation process prescribed by law. We expect your response to this letter as soon as possible and in writing.

Regards

A handwritten signature in black ink, appearing to read 'Dirk Herman', with a long horizontal stroke extending to the right.

**DIRK HERMAN**

**CHIEF EXECUTIVE OFFICER : SOLIDARITY**