



Date: 11 July 2024

BY E-MAIL

TO: MEDIA 24

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

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

Dear sir and madam

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

1. We refer to the abovementioned matter, as well as previous correspondence in this regard.
2. We have been informed that Caxton and CTP Publishers and Printers Limited have allegedly:
 - 2.1 made a commercial offer to yourselves regarding possible alternative solutions *vis-à-vis* the alleged substantive operational reasons proffered by Media24 which might lead to retrenchment. It is alleged that the offer might lead to retrenchments being prevented.
 - 2.2 indicated to you that there is a possibility of urgent legal action against Media24 in order to ensure that the offer, and the consequences of non-acceptance thereof, are properly assessed.

3. Whilst we are not part of these discussion, and will not even attempt to dabble in commercial negotiation processes between the parties, we deem it in the utmost of interest of employees that any alternatives to a retrenchment process and possible retrenchments be properly ventilated prior to the parties engaging in said retrenchment process.
4. We accordingly demand from you an undertaking that you will not proceed with the intended retrenchment process:
 - 4.1 while the commercial negotiation processes between the parties have not been finilised; and
 - 4.2 while the parties have not finilised legal action against each other regarding the aforementioned commercial negotiation process.
5. Kindly take note that we have given instructions to our legal team to look at possible legal interventions if the aforementioned demand has not been met on/before the 15th of July 2024.

Regards



JOHAN ROOS
NETWORK ORGANISER
SOLIDARITY