

**IN THE CONCILIATION, MEDIATION AND ARBITRATION COMMISSION**

**HELD AT MANZINI                      DISPUTE NO: MNZ 655/06**

In the matter between:

**VUSI XABA AND 7 OTHERS                      :    APPLICANTS**

**And**

**TEXRAY SWAZILAND (PTY) LTD              :    RESPONDENT**

**CORAM**

**ARBITRATOR                                      :    Bongani S. Dlamini**  
**For Applicants                                    :    Mr Tom Simelane**  
**For Respondent                                   :    Mr Mandla Ndzinisa**

**ARBITRATION AWARD**

**1.    DETAILS OF HEARING & REPRESENTATION**

- 1.1 The applicants are Vusi Xaba and Seven Others, all employees of the respondent company.
- 1.2 The respondent is Tex Ray Limited a company operating in Matsapha, District of Manzini.

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- 1.3 The arbitration was scheduled to take place on the 23<sup>rd</sup> February 2007 at CMAC offices in Manzini.
- 1.4 The applicants were represented by Mr Tom Simelane from Swaziland Processing and Allied Workers Union (SPRAWU) whilst Mr Mandla Ndzinisa represented the respondent.

**2.    ISSUES IN DISPUTE**

The applicants alleged that they were being underpaid by the respondent which allegation was being denied by the respondent.

**3.    HISTORICAL BACKGROUND OF MATTER**

- 3.1 The applicants lodged a dispute against the respondent company on the 28<sup>th</sup> August 2006 at CMAC offices in Manzini.
- 3.2 As required by the law, a conciliation meeting was then set up for the 22<sup>nd</sup> September 2006. On this date, the matter was conciliated and remained unresolved.
- 3.3 I was appointed as Arbitrator on the 20<sup>th</sup> November 2006 and after two postponements of the matter, the arbitration was eventually proceeded with on the 14<sup>th</sup> February 2007 at 10:00 Am.
- 3.4 On the date appointed for arbitration, the applicants representative, Mr Tom Simelane presented a letter in terms of which he sought to have the dispute lodged against the

**-2-respondent withdrawn unconditionally.**

**4.    CONCLUSION**

The conclusion of the matter is therefore that the applicants, through their Union representative withdraw all the claims filed against the respondent. Accordingly it is hereby endorsed that the applicants have formally withdrawn all claims filed by them against the respondent.

DATED AT NHLANGANO ON THIS    13    DAY OF    MARCH 2007

BONGANI SYDNEY DLAMINI (ARBITRATOR)