



THE LABOUR COURT OF SOUTH AFRICA, JOHANNESBURG

case no: 2025-159218

Before Honourable Acting Madam Justice Ramji on 12 September 2025

In the matter between:

**CITY OF EKURHULENI METROPOLITAN
MUNICIPALITY**

Applicant

And

MECSU

First Respondent

**MEMBERS OF THE FIRST RESPONDENT WHOSE
NAMES APPEAR ON ANNEXURE A**

Second Respondent

**MARSHALS APPOINTED BY THE
FIRST RESPONDENT**

Third Respondent



This order is made an Order of Court by the Judge whose name is reflected herein, duly stamped by the Registrar of the Court. The Order is further uploaded to the electronic file of this matter on Caselines by the Judge or his/ her secretary. The date of this Order is deemed to be 12 September 2025.

COURT ORDER

Having read the papers filed of record, having heard submissions by the parties' representatives and considered the matter, the following order is made:

IT IS ORDERED THAT:

1. The applicant's non-compliance with Practice Directive 1 of 2005 is condoned and the matter is heard under case number 2025/159218, and shall continue to be heard under this case number.
2. The matter is heard as one of urgency in terms of the Labour Court Rules.
3. The citation of the Second Respondents is amended as follows: '*Members of the First Respondent listed in Annexure "AC"*', which annexure is attached to this order.
4. A rule *nisi* is ordered in the following terms:
 - 4.1. The First and Third Respondents, and the Second Respondents who are participating in any pickets associated with the strike that commenced on 12 September 2025, are interdicted and restrained from:
 - 4.1.1. Blockading entrance and exit points to the Applicant's offices.
 - 4.1.2. Preventing members of the public, including non-striking employees and service providers of the Applicant, from gaining access to or leaving any of the Applicant's premises or attending work, through verbal or physical intimidation, threats, or harassment.
5. The interim order in paragraph 4 above shall be effective immediately.
6. To ensure that this order is effectively brought to the attention of the Respondents, service shall be effected in the following manner, which the Court declares sufficient in the circumstances:
 - 6.1. Personal service (where possible): The officials designated by the Applicant, are authorised and directed to serve a copy of this order on any Respondents found at or near the entrances, exits, or premises of the

affected areas listed at paragraph 2 of the Picketing Rules and affected areas including Germiston Civic Centre and Germiston Head Office.

- 6.2. Service at place of protest: A copy of the order shall be physically affixed in a prominent and visible place at each of the areas listed at paragraph 2 of the Picketing Rules and affected areas including Germiston Civic Centre and Germiston Head Office, including at the main entrance and staff notice boards. This shall constitute sufficient service on all Respondents present and those who frequent the premises.
- 6.3. Electronic Service: The Applicant is authorised to disseminate this order via electronic means, including WhatsApp, SMS, and/or email, to the known contact numbers and addresses of Respondents and their representatives, where such contact details are available.
- 6.4. Bulk Communication Channels: The Applicant is authorised to circulate the order through all official Departmental WhatsApp broadcast groups, SMS distribution systems, and/or other communication platforms used to communicate with the Respondents.
- 6.5. Public Posting: Copies of this order shall be displayed on official Departmental notice boards at the areas listed at paragraph 2 of the Picketing Rules and affected areas including Germiston Civic Centre and Germiston Head Office.
- 6.6. Police Assistance: The EMPD is authorised and directed to assist in the dissemination and enforcement of this order by ensuring that copies are delivered to any persons participating in the conduct referred to in paragraphs 4.1.1 and 4.1.2 of this order.
7. A return date is set for 19 September 2025, on which date the Applicant shall appear to show cause why the rule *nisi* should be made final, and in respect of which Respondents it should be made final, in accordance with the principles for a final interdict laid down in *Commercial Stevedoring Agricultural and Allied*

Workers' Union and Others v Oak Valley Estates (Pty) Ltd and Another 2022 (5)
SA 18 (CC)

8. Labour Court Rule 38(8) shall apply.

9. Costs shall be costs in the cause.

BY THE COURT

PP 

REGISTRAR

