

**IN THE LABOUR APPEAL COURT OF SOUTH AFRICA**

**HELD AT JOHANNESBURG**

**CASE NO. JA36/2002**

In the matter between:

**The City of Tshwane Metropolitan Municipality      Appellant**

and

**J. Campella      First  
Respondent**

**MESHAWU      Second  
Respondent**

**Regional Secretary of the South African Local  
Government Bargaining Council      Third  
Respondent**

**JUDGEMENT**