



Registered Trade Union No. 1003 of 2009
Affiliated to FEDUSA

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UASA – The Union has been mandated by its members to put the following demands to the Employer’s parties to the MEIBC, for the industry wage negotiations due to become effective on 1 July 2017.

BACKGROUND TO THE WAGE DEMAND

Consumer Price Index (CPI) for 2016 = 6.4%

Production Price Index (PPI) for 2016 = 7%

Food inflation rate for 2016 = 10.5%

Fuel cost increased with an average of +/-30 cents per litre and the Minister of Finance announced a further increase of 30 cents per litre with effect from 1 April 2017

Education increased with more than 12%

1. Wage Demand

15% across the board wage increase

2. Duration of the Agreement

2.1 The current agreement coming to an end 30 June 2017, excluding wages and short time work, should be extended for a further 2 years, i.e. until 30 June 2019.

2.2 The outstanding issues, as per the current agreement, should be finalized within 12 months after signing the new agreement.

2.2.1 Outstanding Issues

2.2.1.1 Agreements

a. Dispute Resolution Levy Collective Agreement

This includes the appointment of an accredited service provider to render this service on a professional basis.

b. Registration and Administration Levy Collective Agreement

Proposed to consider issues

✓ This includes an increase of levies with not less than 22% (it was last increased in 2012) as well as an average increase each financial year with the average CPI for the previous year +2%.

c. Pension Fund Collective Agreement

d. Provident Fund Collective Agreement

e. Sick Pay Collective Agreement

✓ f. An agreement that the newly signed collective agreement will be extended to all non-parties effective the same date as parties signing the agreement *of Sunday*

✓ g. An agreement that a Collective Bargaining Levy equal to ~~1%~~ will be collected from all qualifying non-members of MEIBC recognized trade unions, but who are not member of such a trade union and benefit from the collective agreement.

2.2.1.2 Outstanding issues as per clause 15 of the Collective Agreement signed on 29 July 2014,

i.e.:

- a. Scope of the agreement to be extended
- b. Training (artisan/ apprentice retention)
- c. Maternity leave benefits
- d. Regional, sectorial and distressed areas dispensation
- e. Small business
- f. Exemptions
- g. Demarcations
- h. Non-payment of retirement fund contributions
- i. Injury on duty/ disability
- j. Project work, Annexure H, PLA's and related terms and conditions
- k. Sick pay
- l. Productivity and flexibility
- m. Modernized grading model
- n. Housing

3. All UASA shop stewards participating in the wage negotiations should receive paid leave and no penalty that will disadvantage their careers or conditions of employment.

4. Short Time

4.1 Amend clause 7 (short time) of the current main agreement to replace the notification process by a negotiation process.

4.2 Establish a short time payment fund to be managed by the MEIBC

4.3 Working time may not be reduced by less than one third of hours employees are required to work per week.

5. Plastic Chamber

Although UASA, in principle, supports a separate dispensation for the Plastic Sector in the MEIBC, in terms of our mandate, it is subject to:-

5.1 On the whole, the "new agreement" must be not less favorable than what our members in the Plastic Sector currently receives.

5.2 The current MEIBC agreement will remain applicable until a "new agreement" is reached.

5.3 Before separate negotiations can start, full legal and constitutional compliance must take place. (Refer to the e-mail of Numsa dated 30 March 2017)

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JOHAN VAN NIEKERK
DIVISIONAL MANAGER
SPECIALIST SECTORS



SOUTH AFRICAN EQUITY UNION

6 Cachet Road Lambton Germiston 1401

PO Box 874 Germiston 1400

@ headoffice@saewa.co.za @EquityUnion www.saewa.co.za

CALL CENTRE 086 077 2392 082 305 3888 086 686 9103

11th May 2017

**To: Metal and Engineering Industries Bargaining Council (MEIBC)
P O BOX 9381
JOHANNESBURG
2000**

Att: Mr. Thulani Mthiyane – The General Secretary

Fax: 086 636 8690

E-mail: thulanim@meibc.co.za

**Ref: Sipho Mayisela
Metal Coordinator**

No of Pages: 03

Re: NOTICE TO INITIATE INDUSTRY NEGOTIATIONS – ENGINEERING 2017 WAGE NEGOTIATIONS AND OTHER SUBSTANTIVE ISSUES.

Dear Sir,

- (a) Kindly be advise that the South African Equity Workers Union (SAEWA) herewith formally submit a notice which calls upon the MEIBC in terms of the provision contained in the MEIBC Constitution Annexure E (2) (a) to initiate negotiations for the amendment of the 2014/17 Main Collective Agreement.
- (b) Therefore in accordance with Annexure E (2) (b) to the Constitution of the MEIBC the date for the first negotiations meeting shall be determined by MANCO.

Please find herewith below SAEWA demands for the 2017 MEIBC Industry negotiations.

1. WAGES.

- 15% Across The Board

2. DURATION OF THE AGREEMENT.

- Extend the current Agreement for 2 years with the exception of wages
- Prioritise all outstanding issues that were referred to Industry Policy Forum (IPF) and Main Agreement

2.1. ADMINISTRATIVE ISSUES.

- Dispute resolution levy collective agreement
- Registration and administration levy collection agreement
- CBL draft agreement
- Pension/Provident Fund collective agreement
- Sick pay Fund collective agreement

3. AMENDMENT OF THE MEIBC CONSTITUTION

4. EXTENSION OF THE AGREEMENT TO NON-EMPLOYER AND NON-SCHEDULE EMPLOYEES AND IT MUST BE LEGALLY BINDING.

Extension of the MEIBC Main Collective Agreement to non-parties falling within the scope of jurisdiction of the MEIBC Bargaining Council

5. SHORT TIME.

- Amendments of Clause 7 (short time)
- We propose that we must replace consultation during short time and engage on negotiations.

6. MODERNIZATION OF GRADES.

- Collapsing of grade H and G into F

Regards,

Sipho Mayisela
Metal Coordinator



Elsie Masuku <elsiem@meibc.co.za>

RE: NOTICE TO INITIATE INDUSTRY NEGOTIATIONS

1 message

Francois van Heerden <fvh@solidariteit.co.za> Tue, May 16, 2017 at 6:29 PM
 To: Elsie Masuku <elsiem@meibc.co.za>, "leon@peugair.co.za" <leon@peugair.co.za>, "<tiaan@neasa.co.za>" <tiaan@neasa.co.za>, Hamman <hamman@neasa.co.za>, "<gerrit@neasa.co.za>" <gerrit@neasa.co.za>, HANNES DU PREEZ <hanren@intekom.co.za>, "<gerhardpappenfus@neasa.co.za>" <gerhardpappenfus@neasa.co.za>, "<petra@neasa.co.za>" <petra@neasa.co.za>, Kevin Allan <kevin@barkev.co.za>, "<marchell@neasa.co.za>" <marchell@neasa.co.za>, "graymaur@iafrica.com" <graymaur@iafrica.com>, "melanie@trekliners.co.za" <melanie@trekliners.co.za>, "<grant@neasa.co.za>" <grant@neasa.co.za>, "wimpie@neasa.co.za" <wimpie@neasa.co.za>, "annemi@neasa.co.za" <annemi@neasa.co.za>, "<helena@neasa.co.za>" <helena@neasa.co.za>, "<pracoastal@lantic.net>" <pracoastal@lantic.net>, jaco swart <jaco@neasa.co.za>, "md@midalpro.co.za" <md@midalpro.co.za>, JARED FRANCIS <jared@neasa.co.za>, "<tim@neasa.co.za>" <tim@neasa.co.za>, "modimad.lj@gmail.com" <modimad.lj@gmail.com>, "mfreer@oddy.co.za" <mfreer@oddy.co.za>, 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<pagiasv@meibc.co.za>, Marcia Boys <marciab@meibc.co.za>, Lucio Trentini <lucio@seifsa.co.za>

Good evening all,

Solidarity's proposal for the 2017 industry negotiations is that a new main agreement should be negotiated and extended to non-parties, of which we will submit this document that needs to be considered by all parties in due

course. We can however confirm that our mandate from our constituencies are 10% wage increase across the board on actuals.

Regards.

Francois van Heerden

Sektor Koördineerder: MEIBC

Sector Coordinator: MEIBC

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DATE 11 MAY 2017

TO METAL AND ENGINEERING INDUSTRY BARGAINING COUNCIL
ATT THE GENERAL SECRETARY

Dear Sir

Re: THE INDUSTRY NEGOTIATIONS AND SUBSTANTIVE ISSUES

Enclosed please find Metal and Electrical Workers Union of South Africa proposals for amendments of the Main Collective Agreement of 2014/2017.

1. 20% (harmonizing of grades by scraping grade G and H) increment across the board.
2. Duration of the agreement should be 12 months.

3. Allowances

- 3.1. Morning - 10%
- 3.2. Afternoon- 20%
- 3.3. Night - 20%
- 3.4. Tool allowance - R3000.00
- 3.5. Tool Insurance - 100%
- 3.6. Transport allowance to be paid by the employer as 100%.

3.7. Housing allowance

Employees' eligible to acquire bonds should be paid 50% towards that bond.

4. Leave

- 4.1. Shop stewards time off to be 15 days per annum.
- 4.2. Family responsibility leave to be 10 days per occasion.
- 4.3. Maternity leave - 6 months paid by the employer.
- 4.4. Sick leave - 15 days per year (45 days per cycle)

5. Severance pay

Our proposal is 4 weeks per completed year of service.

6. Work re-Organisation

120 days' notice to be issued by the employer.

7. Training

As per MEWUSA proposals of 2014.

8. Labour Brokers

They should be totally scrapped.

9. Exemptions

As per MEWUSA previous proposals

10. Extension of the scope of Main Agreement.

11. Hours of work

11.1. Overtime – status quo to remain

11.2. Short time – notice to be 15 days.

11.3. Working hours during short time should not be less than 35 hours per week.

11.4. Negotiations and engagement if the short time expires without improvement.

12. Clause 37

We maintain that the MEIBC should be the sole form to negotiate.

13. Health and Safety

13.1. Free T.B test on quarterly basis.

13.2. Free pap smear test once a year.

13.3. Free test for all types of cancer

13.4. Free provision of A.R.Vs

14. Medical Aid

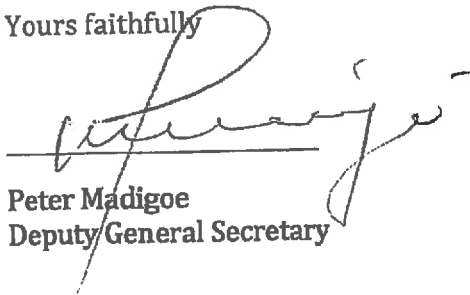
Members should pay 40% and employer should pay 60%.

15. Power Cut

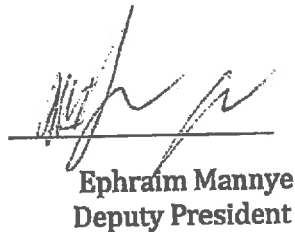
To be paid as 8 hours.

Mewusa still requests that all outstanding issues should be finalized in the current negotiations.

Yours faithfully



Peter Madigoe
Deputy General Secretary



Ephraim Mannye
Deputy President

**Summary and Main Outcomes of the NUMSA NBC which was held in Birchwood
on the 24 – 25 April 2017**

Please find herewith below NUMSA demands for 2017 MEIBC Industry negotiations

1. Duration of the Agreement

1.1. Extend the current agreement for 2 years with the exception of wages

2. Negotiate wages

2.1. 15% Across the board

**3. Extension of the Agreements to non-employer and non-schedule employees
and it must be legally binding**

3.1. Extension of the MEIBC Main Collective Agreement to non-parties

3.2. We demand that employers agree to the MEIBC Main Collective Agreement being extended to all employers and employees falling within the scope of jurisdiction of the MEIBC Bargaining Council and be made legally binding on all employers who are not members of an employer organisation and scheduled employees who are not members of one of the trade unions cited as signatories to the Settlement Agreement.

3.3. Employers must agree to the process leading up to the extension of the Main Agreement.

4. During the 2 year period we must finalize all outstanding issues (see below)

Finalization of Outstanding issues

ADMINISTRATIVE ISSUES

1. DISPUTE RESOLUTION LEVY COLLECTIVE AGREEMENT
2. REGISTRATION AND ADMINISTRATION LEVY COLLECTIVE AGREEMENT
3. CBL DRAFT AGREEMENT
4. PENSION FUND COLLECTIVE AGREEMENT
5. PROVIDENT FUND COLLECTIVE AGREEMENT
6. SICK PAY FUND COLLECTIVE AGREEMENT

SUBSTANTIVE ISSUES

1. **COMPENSATION OF THE EMPLOYEE DELEGATION COLLECTIVE AGREEMENT**
 - SHOPSTEWARDS SHOULD NOT LOSE SHIFTS FOR THE LEAVE GRANTED FOR THE UNION ACTIVITIES AND TRAINING
 - AMEND THE SECTION 44 , 46 AND 47 OF THE MAIN AGREEMENT
2. **ESTABLISHMENT OF A SHORT TIME FUND COLLECTIVE AGREEMENT**
 - AMENDMENTS OF CLAUSE 7 (SHORT TIME)
 - TO BE DEALT WITH BY STANCO AND BE COMPLETED WITHIN 6 MONTHS
 - THE SHORT-TIME FUND WHICH HAS BEEN DEVELOPED IN THE MEIBC MUST HAVE A CONTRIBUTIO OF 20 20 PER HOUR.
 - WE MUST REPLACE CONSULTATION DURING SHORT TIME AND ENAGAGE ON NEGOTIATIONS

- SHORT TIME SHOULD NOT EXCEED THE MINIMUM OF 36 HOURS

3. MODERNIZATION OF GRADES

- COLLAPSING OF GRADE H AND G INTO F

4. EXTENTION OF THE MAIN AGREEMENT SCOPE TO OTHER SECTORS

- EXTEND THE SCOPE OF THE COUNCIL TO INCLUDE SCRAP METAL, MINING AND CONSTRUCTION.
- AMENDMENT OF THE MEIBC CONSTITUTION

5. TRAINING AND CAREER PATH

- FACILITATION OF APPOINTMENT OF APPRENTICES
- INTRODUCE A RATIO FOR APPRENTICES EG. FOR EVERY FIVE APPRENTICES TO AN ARTISAN.
- GUARANTEE ALL APPRENTICES EMPLOYMENT
- 100% PAYMENT FOR TRAINING
- CURRENT EMPLOYEES MUST NOT BE EXPECTED TO RESIGN FROM EMPLOYMENT IF THEY TAKE APPRENTICESHIP
- TRAINING SHOULD NOT BE LIMITED TO CERTAIN COURSES (NOT COMPANY SPECIFIC COURSES)

6. HOUSING ALLOWANCE

SUB COMMITTEE TO ENGAGE WITH MIBFA TO LOOK AT AMENDING RULES TO PERMIT EMPLOYEES TO ACCESS FUNDS OR ESTABLISH INDUSTRY HOUSING FUND.

7. ALIGNMENT OF SECTION 34 OF GAZETTED MAIN AGREEMENT WITH SICK PAY FUND RULES

- 15 DAYS PER ANNUM AND IT MUST ACCUMULATE OVER A PERIOD OF 3 YEARS
- IOD SHOULD BE PAID 100% BY THE EMPLOYER AND THE EMPLOYER WILL CLAIM FROM THE COMPENSATION FUND
- ONE DAY PAID LEAVE MEDICAL CHECK- UP

8. EXEMPTION

9. AMENDMENT OF CLAUSE 9 (MATERNITY TO BE REALIGNED WITH MIBFA RULES AND REMOVE DISCRIMANTORY CLAUSES.

END



SAEFA
SA ENGINEERS AND
TECHNICIANS ASSOCIATION



22 May 2017

Mr. T Mthiyane
General Secretary
MEIBC
PO Box 9381
Johannesburg
2000

By Email: thulanim@meibc.co.za

Dear Mr Mthiyane

INDUSTRY WAGE NEGOTIATIONS

Please note that the writer has been appointed by the Joint Employer Caucus (NEASA, SAEFA, CEO and SEIFSA) to act as the Lead Negotiator in this year's industry negotiations.

Acting in accordance with the mandate of the Joint Employer Caucus, we wish to notify the party trade unions that our approach to the forthcoming Main Agreement negotiations will be informed by the following broad principles which we will elaborate upon in the negotiating sessions that will follow:

BROAD PRINCIPLES ON WHICH EMPLOYER ORGANISATIONS WANT TO ENGAGE:

- Duration and Wage Model to be applied
- Extensions
- The exemption processes
- Section 37
- Small Business Dispensation

- Entry Level Wage Rate
- Adherence to all Codes of Good Practice, before, during and after negotiations
- Formation and/or Structure of Collective Bargaining including
 - Small business
 - Sectoral Bargaining
 - Regional Bargaining
- A total Cost of Employment approach
- Flexibility
- Sustainability and growth of the Industry being the paramount common position that inform all of the above.

SPECIFIC JOINT EMPLOYER DEMANDS:

The following are the specific demands for amendment of the current Main Agreement:

1. Duration and Wage Model

A three (3) year agreement.

A wage model that satisfactorily addresses across the board increases on minimum pay scales as opposed to actual rates of pay; and the introduction of an entry-level wage rate dispensation per grade.

2. Extension

In principle support for extension but as part of an overall agreement and acceptable package of amendments.

3. Section 37

Inclusion of the words “...and all matters of mutual interest...” to the current Section 37 Settlement Agreement Wording.

4. Leave Enhancement Pay

The leave enhancement pay provision of the Main Agreement must be amended to recognize that only shifts actually worked qualify for purposes of calculating the leave enhancement pay. The pay clause to be rewritten to provide for greater range of exemption and alternatives.

5. An enhanced exemption process

Details will be presented at the negotiations.

6. First 45 hours per week to be paid at normal time

7. 4th week leave for new entrants to be removed

The Joint Employer Caucus calls upon the trade union parties to make every effort to conclude the Industry negotiations successfully on or before the expiry of the current Agreement on 30 June 2017. In accordance with this objective, the Joint Employer Caucus members will make themselves available to meet with the trade unions at any reasonable time and will not unduly delay the process.

The Joint Employer Caucus firmly believes that Final Settlement is possible on or before 30 June 2017 and, should this not be the case, with negotiations or dispute-resolution processes continuing beyond this date, then the employers will not be in a position to agree to the back-dating of wage increases to 1 July 2017.

Please bring the employer parties' views to the attention of the trade unions.

Yours Faithfully

Jonathan Goldberg
Lead Negotiator