



NATIONAL UNION OF METALWORKERS OF SOUTH AFRICA

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Organising, Campaigns & Collective Bargaining

27 August 2010

TO : MOTOR INDUSTRY BARGAINING COUNCIL (MIBCO)
AND : FUEL RETAILERS ASSOCIATION
AND : RETAIL MOTOR INDUSTRY ASSOCIATION
ATT : Mr. WILLEM SHROEDER - GENERAL SECRETARY,
: Mr. REGGIE SIBIYA - CHIEF EXECUTIVE OFFICER
: Mr. JAKKIE OLIVER - EXECUTIVE DIRECTOR
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RE : NOTICE OF STRIKE ON WAGES AND SUBSTATIVE ISSUES

Dear Sirs

NUMSA hereby serves you with 48 hours notice of protected strike in terms of Section 64 of the Labour Relations Act No 66 of 1995 as amended, in support of the demands listed below. The strike will commence on Wednesday, 01 September 2010.

This notice is served after observing the Dispute Resolution Procedures as set out in the Motor Industry Bargaining Council Constitution.

NUMSA DEMANDS FOR 2010 WAGE AND SUBSTATIVE NEGOTIATIONS

1. Duration and Cycle of Agreement:

The period of operation of this agreement must be for one year with effect from 1 September 2010 up to 30 June 2011.

2. Wage Increases:

2.1 All increases must be effective from 1st September 2010 and duly backdated irrespective of the date of signature of the agreement.

2.2 The minimum rate of pay of the lowest grade should be R20 per hour.

- 2.3 An increase of 15 % on actual rates of pay across the board in all sectors and divisions
- 2.4 Benchmarking of the lowest paid worker should be 60 % of Senior Management with 10% differentials between the grades and 5% within the grade.
- 2.5 Area differentials (other areas) must be removed. All wages must therefore be equal to Area A.
- 2.6 Cashier rate of pay should be at Grade 5;
- 2.7 Any change of pay day, or pay period from weekly to monthly shall be subjected to proper consultations with the Trade Unions after giving two months notice to the Unions and MIBCO and a consultative period of three (3) months. If no agreement is reached, a 75 % majority vote by affected workers to change shall be conducted. The ballot shall be overseen by the Unions and MIBCO;
- 2.8 The threshold shall be increased annually at the highest percentage increase and based on the Basic Conditions of Employment Act.

3 Annual Bonus on Actual Rate of Pay:

- 3.1 An Annual Holiday Pay (AHP) of 4.33 weeks shall to be paid to employees on an annual basis.
- 3.2 Employers shall contribute on a weekly basis to the AHP on actual wages to MIBCO as with the current AHP.

4 Allowances to be applicable to all workers in all sectors and divisions.

- 4.1 A night shift allowance of 15 % shall be paid.
- 4.2 An afternoon shift allowance to be 15 %;
- 4.3 The Call-out, standby and travel allowance should be increased by 15 % of current rates.

5 Hours of work:

- 5.1 Forty (40) hours per week without loss of pay.

6 Overtime:

Overtime shall be voluntary for all workers:

7 Sunday work:

Sunday work shall not be regarded as normal working day and shall be paid at double (two times) the hourly rate of pay for all workers.

8 Payment for work on all Public Holidays to be double to all workers:

9 Education and Training for all workers:

All education and training must be paid and be during normal working hours.

10 Labour Brokers in the industry:

All Labour Brokers must be banned and workers be transferred to be permanent workers of the primary employer as a going concern i.e. with recognition of prior service and benefits.

11 Social Security Funds Contribution Increases:

11.1 Employer contributions to the Retirement to be 70% and workers contributions to be 30%.

11.2 Medical Benefit funds - Employer contributions should be 70 % and workers contribution to be 30 %.

11.3 Normal Retirement age to be 60 years.

12 Employment Equity and Removal of Discriminatory Clauses:

12.1. There must be a removal of all discriminatory clauses in all Council Agreements and a commitment to implement Employment Equity Act and its related codes of good practice.

13 Application of the Basic Conditions of Employment Act:

13.1 The more favorable conditions of employment in the Act shall take precedence and apply in all council agreements.

14. Severance Pay:

14.1 There should be 4 weeks remuneration for every year of service without limitation or ceiling

Kindly take note that, as stated in the Mediation meeting, we are always available to find an amicable resolution as speedily as possible, to avoid a protracted strike.

Yours faithfully

National Union of Metalworkers of South Africa

ELIAS KUBEKA

National Motor Sector Coordinator