



MIBCO SHARED SERVICES CENTRE

REGISTERED UNDER THE LABOUR RELATIONS ACT 66 OF 1995
Reg. No. LR2/6/6/1

P O BOX 2578, RANDBURG, 2125
Telephone: 0861 664 226 or (011) 369-7500 Fax (011) 369-7503
VAX 086 674 6833

CIRCULAR NO.: 08/2012

10 October 2012

CIRCULAR TO ALL EMPLOYERS

MEMBERSHIP TO THE SICK, ACCIDENT AND MATERNITY PAY FUND

Membership to the Sick, Accident and Maternity Pay Fund is defined as per the agreement as follows:

- 1. Membership of the Fund shall be compulsory for all employees in the Motor Industry who are members of the National Union of Metalworkers of South Africa (NUMSA) and who is employed by an employer who is a member of the of the Retail Motor Industry Organisation (RMI).*
- 2. Non-union members employed at RMI establishments may be admitted to voluntary membership of the Fund, and the provisions of the Agreement shall **mutatis mutandis** apply to person admitted to voluntary membership and their employers.*

Mibco has been remiss in applying the ruling in regards to membership of the Sick, Accident and Maternity Pay Fund and as from the **November 2012 Forecast – 29 October 2012** shall enforce the correct membership to the fund.

The November 2012 forecasted returns will automatically rectify this as follows:

- Add** all compulsory members onto the Sick, Accident and Maternity Pay Fund (Numsa members at RMI establishments)
- Remove** all employees who fall outside of qualifying for membership to fund.

It is important that any establishment who is a member of the RMI and who is in possession of an official Mibco Exemption Certificate for the Sick, Accident and Maternity Pay Fund **fax a copy of the Exemption Certificate to the following facsimile number, 086 682 5912 by no later than Wednesday 24 October 2012** in order to ensure that the employees are not erroneously loaded and or removed as members of the fund on the November 2012 forecasted return.

Your co-operation in regards to the above will be highly appreciated.

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