



# MIBCO SHARED SERVICES CENTRE

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

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Circular No: 15/2014

15 August 2014

## TO ALL PARTICIPANTS IN THE MOTOR INDUSTRY

Further to Circular No. 14/2014 dated 12 August 2014 please take note of the following changes as gazetted in The Main Collective Agreement for the Motor Industry (Govt. Gazette No. 37508) Govt. Notice No. R10166 dated 04 April 2014.

Please be advised of the following changes for the period **01 September 2014 to 31 August 2015**:

### THRESHOLD OF EARNINGS

Employees earning an annual income, excluding commission on sales, in excess of the values per area as specified below, must subscribe to the provisions of the Agreement as set out in the attached schedule.

**AREA A: - R 172 000.00**

**AREA B: - R 172 000.00**

### MAIN AGREEMENT - DIVISION C

#### CHAPTER 3 CLAUSE 4: WAGES

Take note that employees in Chapter 3 establishments, inclusive of Division B employees employed at Chapter 3 establishments, who earn less than **R 145 800.00 per annum** will be eligible for annual increases as prescribed in the relevant wage schedule.

### SCHEDULE

#### ADMINISTRATIVE AGREEMENT

Clause 5	-	Deductions from Earnings
Clause 13	-	Employees' Representatives on the Council
Clause 14	-	Prohibition of Cession of Benefits

#### MAIN AGREEMENT - DIVISION A

Clause 2.2	-	Definitions
Clause 3.8	-	Payment of Earnings
Clause 3.10	-	Piece Work
Clause 3.11	-	Commission Work
Clause 3.13	-	Travelling Allowances
Clause 5.1	-	Annual Leave & Accrued Leave Pay
Clause 5.2	-	Sick Leave
Clause 5.3	-	Maternity Leave
Clause 7.1	-	Termination of Service
Clause 7.3	-	Retrenchment Pay
Clause 7.4(1)	-	Desertion
Clause 7.5	-	Certificate of Service
Clause 9.1	-	Outwork
Clause 9.3(2)	-	Damage and/or Loss of Property or Assets
Clause 9.6	-	Public Holidays

### PROVIDENT FUND CONTRIBUTIONS BASED ON COMMISSION EARNINGS

The employee contribution to the provident fund on commission earnings, for the period **01 September 2014 to 31 August 2015**, is limited to **R 11 336.44** per month, unless a written agreement is undertaken between employer and employee to waive same.

### ADDITIONAL HOLIDAY PAY CONTRIBUTIONS

Your attention is drawn to the new Additional Holiday Pay rates, which will be effective from **01 September 2014**, and will be reflected on the **September 2014 forecast**.

Occupation Description	Rate per week
1st Year Apprentice – 3 Year Contract	<b>R 36.28</b>
2nd Year Apprentice – 3 Year Contract	<b>R 40.51</b>
3rd Year Apprentice – 3 Year Contract	<b>R 55.26</b>
1st Year Apprentice – 4 Year Contract	<b>R 36.28</b>
2nd Year Apprentice – 4 Year Contract	<b>R 39.79</b>
3rd Year Apprentice – 4 Year Contract	<b>R 44.97</b>
4th Year Apprentice – 4 Year Contract	<b>R 55.26</b>
Grade 7 Employee (B/A and Exempted Journeyman)	<b>R 64.85</b>
Grade 8 Employee (Journeyman)	<b>R 74.13</b>

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