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CIRCULAR



NO: 18/2015

DATED: 31 August 2015

TO ALL PARTICIPANTS IN THE MOTOR INDUSTRY

Further to Circular No. 16/2015 dated 24 August 2015 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 amendments for the period **01 September 2015 to 31 August 2016:**

THRESHOLD OF EARNINGS

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

AREA A: - R 172 000.00 AREA B: - R 172 000.00

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 |

MAIN AGREEMENT - DIVISION C

CHAPTER 3 CLAUSE 2: WAGES

Take note that employees in Chapter 3 establishments, inclusive of Division B employees employed at Chapter 3 establishments, who earn less than **R 157 464.00 per annum** with effect from **01 September 2015** will be eligible for annual increases as prescribed in the relevant wage schedule.

PROVIDENT FUND CONTRIBUTIONS BASED ON COMMISSION EARNINGS

The employee contribution to the provident fund on commission earnings, for the period **01 September 2015 to 31 August 2016**, 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 2015**, and will be reflected on the **September 2015 forecast**.

NEW ADDITIONAL HOLIDAY PAY RATES

Occupation Description	Rate per week
1st Year Apprentice – 3 Year Contract	R 39.91
2nd Year Apprentice – 3 Year Contract	R 44.56
3rd Year Apprentice – 3 Year Contract	R 60.79
1st Year Apprentice – 4 Year Contract	R 39.91
2nd Year Apprentice – 4 Year Contract	R 43.76
3rd Year Apprentice – 4 Year Contract	R 49.46
4th Year Apprentice – 4 Year Contract	R 60.79
Grade 7 Employee (B/A and Exempted Journeyman)	R 69.39
Grade 8 Employee (Journeyman)	R 79.32

The MIBCO Team

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