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# CIRCULAR



**CIRCULAR NO: 07/2016**

**DATE: 16 March 2016**

## **2016 WAGE NEGOTIATIONS**

### **TO ALL EMPLOYERS AND EMPLOYEES FALLING UNDER THE REGISTERED SCOPE OF THE MOTOR INDUSTRY BARGAINING COUNCIL**

As you are aware the existing agreement in the Government Gazette Number 10169 dated 14 April 2014 pertaining to wage increases as well as substantive conditions of employment will expire on the 31 August 2016.

MIBCO has commenced with the next round of wage negotiations for the next period the duration of which to be decided by the parties to the Council.

The Council has decided to consult non-parties with regards to their input for the wage adjustment as well as substantive conditions of employment in the Motor Industry.

Non-parties are defined as those employers who are not members of either the RMI, the FRA or NEASA and/or employees who are not members of either NUMSA or MISA.

Those employers who are not yet members of the RMI, NEASA and/or FRA and those employees who are not members of NUMSA and/or MISA are invited to become members by contacting the relevant body as per the telephone numbers listed below:

RMI	-	(011) 886-6300
FRA	-	(011) 886-2664
NUMSA	-	(011) 689-1700
MISA	-	(011) 678-6328
NEASA	-	(012) 622-8971

We require input with regards to the above for the following 7 sectors:

“Sector 1” means manufacturing establishments, i.e. vehicle body builders; trailers and caravan manufacturers and warranty repairs; vehicle components and accessories; fiberglass component manufacturers, repairs and sales;

“Sector 2” means remanufacturing (production) establishments, i.e. component remanufacturers; brake, clutch and radiator remanufacturers; drive-train remanufacturers, and steering remanufacturers;

“Sector 3” means reconditioning establishments, i.e. automotive engineers; fuel injection/diesel pumps; gearbox/transmission; turbochargers; and spring-smiths;

“Sector 4” means service and repair establishments, i.e. motor cycle sales and repairers; battery sales and repairers, tyre sales, repairs and wheel alignment, tyre re-treaders; exhaust, tow bar and shock-absorber filters; radio, alarms and immobilizer fitters; sun roof fitters; air-conditioning fitters; body repairers; upholsterer and motor trimmers, auto electrical repairers; auto valet and steam cleaners; prop-shafts and CV joint repairers; motor plastic component repairers, glass fitters; carburetor sales and repairers; drive-train fitters and repairers; steering fitters and repairers; motor vehicle, bus, truck and tractor repairers;

“Sector 5” mean fuel dealers, service stations and related establishments;

“Sector 6” means dealers sales and distribution establishments, i.e. used motor vehicle, bus, truck, tractors and parts sales and repairers; franchised motor vehicle, bus, truck, tractors and parts sales and repairers; caravan sales and repairers; and agricultural equipment sales and repairers;

“Sector 7” means automotive parts, accessories, equipment and tools establishments, i.e. motor parts, accessories, equipment and tools, auto-breakers and used parts dealer establishments.

Please reflect on the current agreement and prescribed minimum wage as listed on the MIBCO web page [www.mibco.org.za](http://www.mibco.org.za).

You are kindly requested to forward your input for consideration to the following fax number – (011) 369-7600 or email [Khensani.mngomezulu@mibco.org.za](mailto:Khensani.mngomezulu@mibco.org.za) with 2016 Wage Negotiations in the subject line. Please note that are given 21 days from the date of this notice to make you input. The cutoff date for such submissions is **6 April 2016**.

The MIBCO Team