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CIRCULAR



NO: 13/2017

DATED: 03/04/2017

TO ALL PARTICIPANTS IN THE MOTOR INDUSTRY

RE-ENACTMENT OF THE COLLECTIVE MAIN AGREEMENT

Please be advised that the previous Collective Main Agreement that came to an end on 31 August 2016 will be operational from Monday, 17 April 2017. The amending agreement dealing with the new wage dispensation, flowing from the 2016 Wage Negotiations will commence as described below:

The new prescribed minimum wage rates and guaranteed wage increases for the period ending 31 August 2017, based on the Main Collective Agreement for the Motor Industry will start **on Monday 17 April 2017** and shall remain in place for the period ending 31 August 2017.

Below is the summary of the new **minimum wage rates and guaranteed wage increases ending 31 August 2017:**

INDUSTRY SECTOR CLASSIFICATION - CLAUSE 2: DEFINITIONS

"Sector 1" means "manufacturing" establishments i.e. vehicle body builders; trailers and caravan manufacturing and warranty repairs; vehicle components and accessories, fibreglass component manufacturing; repairs and sales.

"Sector 2" means "re-manufacturing" (production) establishments i.e. component re-manufacturing; brake, clutch and radiator re-manufacturing; drive-train re-manufacturing and steering re-manufacturing.

"Sector 3" means "re-conditioning" establishments i.e. automotive engineering; fuel injection/diesel pumps; gearbox/transmission; turbochargers and spring-smiths.

"Sector 4" means "service and repair" establishments i.e. motorcycle sales and repairs; battery sales and repairs; tyre sales, repairs and wheel alignment; tyre re-treading; exhaust, tow-bar and shock-absorber fitting; radio, alarm and immobilizer fitting; sunroof fitting; air-conditioning fitting; body repairs; upholstery and motor trimming; auto electrical repairs; auto valet and steam cleaning; prop-shafts and CV joints repairs; motor plastic component repairs; glass fitting; carburettor sales and repairs; drive train fitting and repairs; steering fitters and repairs; motor vehicles bus, truck and tractor repairs.

"Sector 5" means "fuel dealers, service stations and related" establishments.

"Sector 6" means "dealers sales and distribution establishments" i.e. used motor vehicle, bus truck and tractor sales and repairs; franchised motor vehicle, bus, truck, tractor, and parts sales and repairs; caravan sales and repairs and agricultural equipment sales and repairs.

"Sector 7" means "automotive parts, accessories, equipment and tool" establishments i.e. motor parts, accessories, equipment and tools; auto-breakers and used parts dealers.

ACTUAL / GUARANTEED WAGE EXEMPTION APPLICATIONS

Individual employers wishing to apply for an exemption to pay a lesser actual wage increase and / or a guaranteed increase or to be exempted from paying such, must do so by completing a Wage Exemption Application form which is obtainable from their local MIBCO Regional Office or on the MIBCO website; www.mibco.org.za . Such application must be submitted by no later than 21 days from 17 April 2017 at the local MIBCO Regional Office either by hand delivery, registered mail, facsimile or E-mail in the prescribed format with the following supportive documentation attached:

- Formal financial information;
- Written motivation; and
- Detail and proof of the consultative process between the employer, employee and relevant MIBCO Trade Unions.

For further assistance please contact your local MIBCO Regional Office as per the contact detail on the MIBCO website www.mibco.org.za

Please note that the wage increased for sector 5 already came into operation on 7 December 2016.

MIBCO TEAM

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DIVISION C, CHAPTER 1 - CLAUSE 3 - WAGES
WAGE SCHEDULE : MINIMUM WAGES - 17 APRIL 2017

Class of employee	CHAPTER 1				CHAPTER 1				CHAPTER 1	
	SECTOR 4,5 & 7 ONLY				SECTOR 6 ONLY				Guaranteed Increases ↗	
	Area A		Other Areas		Area A		Other Areas		All Areas	
	P W	P H	P W	P H	P W	P H	P W	P H	P W	P H
Grade 1										
Forecourt Attendant	1 126.35	25.03	1 126.35	25.03					102.60	2.28
Parking Garage Attendant	657.45	14.61	657.45	14.61					43.20	0.96
Cashier	1 207.35	26.83	1 185.75	26.35					84.15	1.87
Char (Sector 5)*	900.00	20.00	900.00	20.00					63.00	1.40
Char	858.15	19.07	858.15	19.07	898.65	19.97	898.65	19.97	56.25	1.25
Grade 2	1 152.45	25.61	1 137.15	25.27	1 204.65	26.77	1 170.00	26.00	75.60	1.68
Grade 3	1 246.95	27.71	1 246.95	27.71	1 293.30	28.74	1 293.30	28.74	81.45	1.81
Grade 4	1 362.15	30.27	1 362.15	30.27	1 411.65	31.37	1 411.65	31.37	89.10	1.98
Grade 5	1 518.75	33.75	1 518.75	33.75	1 566.00	34.80	1 566.00	34.80	99.45	2.21
Grade 6	1 824.75	40.55	1 824.75	40.55	1 865.25	41.45	1 865.25	41.45	119.25	2.65
Class of Employees	All Areas				All Areas				All Areas	
	P W		P H		P W		P H		PW	PH
Grade 7	2 272.50		50.50		2 299.50		51.10		148.50	3.30
Grade 8	2 598.30		57.74		2 627.10		58.38		170.10	3.78
Watchman	1 049.71		no hourly rate		1 087.27		no hourly rate		68.67	no hourly rate
APPRENTICES	ALL AREAS				LEARNERS	ALL AREAS		↗ Not Applicable to Sector 6 Establishments		
	ALL CHAPTERS					ALL CHAPTERS				
						NQF LEARNERSHIPS		CBMT		
3 YEAR TRADE	P W		P H			PW	PH	PW	PH	
First year	1 306.35		29.03		Level 1	1 306.35	29.03	1 245.60	27.68	
Second year	1 619.55		35.99		Level 2	1 432.80	31.84	1 555.20	34.56	
Third year	1 990.80		44.24		Level 3	1 619.55	35.99	1 869.75	41.55	
4 YEAR TRADE					Level 4	1 990.80	44.24	2 176.20	48.36	
First year	1 306.35		29.03			*Guaranteed increases as prescribed for Chars in Sector 5 only. Sector 5 Wages are subject to the profit margin adjustment to be determined by the Department of Minerals & Energy and came into operation as from 7 December 2016.				
Second year	1 432.80		31.84							
Third year	1 619.55		35.99							
Fourth year	1 990.80		44.24							

DIVISION C, CHAPTER II - V : CLAUSE 3 - WAGES

WAGE SCHEDULE : MINIMUM WAGES - 17 APRIL 2017

Class of Employee	CHAPTER 2		CHAPTER 3*		CHAPTER 4				CHAPTER 5		APPRENTICES/LEARNERS		
	SECTOR 1		SECTOR 1		SECTOR 3				SECTOR 2		ALL CHAPTERS		
	All Areas		All Areas		Area A		Other Areas		All Areas		All Areas		
	PW	PH	PW	PH	PW	PH	PW	PH	PW	PH		PW	PH
Grade 1 Grade 2 Grade 3 Grade 4 Grade 5 Grade 6	R	R	R	R	R	R	R	R	R	R	3 Year Trade		
	858.15	19.07	904.05	20.09	858.15	19.07	858.15	19.07	858.15	19.07	First Year	1 306.35	29.03
	1 152.45	25.61	1 190.70	26.46	1 152.45	25.61	1 152.45	25.61	1 152.45	25.61	Second Year	1 619.55	35.99
	1 246.95	27.71	1 287.90	28.62	1 246.95	27.71	1 246.95	27.71	1 246.95	27.71	Third year	1 990.80	44.24
	0.00	0.00	1 406.70	31.26	1 362.15	30.27	1 362.15	30.27	1 362.15	30.27	4 Year Trade		
	1 518.75	33.75	1 569.15	34.87	1 518.75	33.75	1 518.75	33.75	1 518.75	33.75	First Year	1 306.35	29.03
Class of Employee	All Areas		All Areas		All Areas				All Areas		Third Year		
	PW	PH	PW	PH	PW		PH		PW	PH	Fourth Year		
Grade 7	2 272.50	50.50	0.00	0.00	2 272.50		50.50		2 272.50	50.50	NQF Learnership		
Grade 8	2 598.30	57.74	2 682.90	59.62	2 598.30		57.74		2 598.30	57.74	Level 1	1 306.35	29.03
	Watchman	1 049.71	no hourly rate	1 064.43	no hourly rate	1 049.71	no hourly rate	1 049.71	no hourly rate	Level 2	1 432.80	31.84	
Level 3										1 619.55	35.99		
Level 4										1 990.80	44.24		
CHAPTER 2 SETTING BONUS					Provisions for Chapter 4 Operatives				GUARANTEED INCREASE		CBMT		
	PW	MINIMUM			PW	PH	PW	PH	Level 1	1 245.60	27.68		
Setting bonus	5.00	1. Op. Engine Assembler							Level 2	1 555.20	34.56		
MEASURING INSTRUMENT BONUS		1st 18 Months Experience			1 518.75	33.75	99.45	2.21	Level 3	1 869.75	41.55		
CHAPTER 3		Thereafter			2 272.50	50.50	148.50	3.30	Level 4	2 176.20	48.36		
Vernier/micrometer	13.80	2. Operative Grade A							* 8.5% Increase on actual earnings with effect from 17 April 2017 for Chapter 3 Establishments				
Tape/rule/square/sets	9.20	1st 12 Months Experience		1 518.75	33.75	99.45	2.21						
		Thereafter		1 824.75	40.55	119.25	2.65						
		3. Operative Grade B											
		1st 6 Months Experience		1 246.95	27.71	81.45	1.81						
		Thereafter		1 362.15	30.27	89.10	1.98						

DIVISION B & D - CLAUSE 3 (WAGES) - ALL CHAPTERS & SECTORS

WAGE SCHEDULE : MINIMUM WAGES - 17 APRIL 2017

Class of employee	SECTORS 1,2,3,4,5 & 7				SECTOR 6 ONLY				SECTORS 1(ch 2),2,3,4,5,& 7	
	Minimum Wages				Minimum Wages				GUARANTEED INCREASES	
	Area A		Other Areas		Area A		Other Areas			
	P W	P M	P W	P M	P W	P M	P W	P M	P W	P M
(a) Office, stores sales and Clerical employee- during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	R 1 087.70 1 241.08 1 429.34 1 659.44	R 4 713.37 5 378.01 6 193.81 7 190.91	R 1 087.70 1 241.08 1 429.34 1 659.44	R 4 713.37 5 378.01 6 193.81 7 190.91	R 1 110.11 1 264.68 1 457.61 1 689.59	R 4 810.48 5 480.28 6 316.31 7 321.55	R 1 110.11 1 264.68 1 457.61 1 679.11	R 4 810.48 5 480.28 6 316.31 7 276.14	R 71.16 81.19 93.51 108.56	R 308.36 351.82 405.21 470.43
(b) Motor vehicle sales person- During 1st year of experience thereafter.	1 312.37 1 692.04	5 686.94 7 332.18	1 312.37 1 692.04	5 686.94 7 332.17	1 312.37 1 692.28	5 686.94 7 333.21	1 312.37 1 692.28	5 686.94 7 333.21	85.86 110.69	372.06 479.66
(c) Bookkeeper	2 133.53	9 245.30	2 133.53	9 245.30	2 152.01	9 325.38	2 152.01	9 325.37	139.58	604.85
(d) Accountant	3 629.48	15 727.75	3 611.73	15 650.83	3 677.47	15 935.70	3 640.02	15 773.42	237.44	1 028.91
(e) Parts salesperson - During 1st year of experience thereafter	1 367.91 1 680.35	5 927.61 7 281.51	1 367.91 1 680.35	5 927.61 7 281.52	1 373.55 1 680.35	5 952.05 7 281.51	1 373.55 1 680.35	5 952.05 7 281.52	89.49 109.93	387.79 476.36
Class of Employee	All Areas		All Areas		All Areas		All Areas		All Areas	
	P W	P M	P W	P M	P W	P M	P W	P M	P W	P M
(f) Traveller - during 1st year of experience thereafter	1 373.55 1 680.35	5 952.05 7 281.51	1 373.55 1 680.35	5 952.05 7 281.51	1 373.55 1 680.35	5 952.05 7 281.51	1 373.55 1 680.35	5 952.05 7 281.51	89.86 109.93	389.39 476.36
(g) Supply sales person - during 1st year of experience during 2nd year of experience during 3rd year of experience thereafter	1 373.55 1 573.34 1 763.64 1 892.71	5 952.05 6 817.81 7 642.44 8 201.74	1 373.55 1 573.68 1 763.64 1 892.71	5 952.05 6 819.28 7 642.44 8 201.74	1 373.55 1 573.68 1 763.64 1 892.71	5 952.05 6 819.28 7 642.44 8 201.74	1 373.55 1 573.68 1 763.64 1 892.71	5 952.05 6 819.28 7 642.44 8 201.74	89.86 102.93 115.38 123.82	389.39 446.03 499.98 536.55
(h) Part-time employees		*		*		*		*		*

* One eleventh of the minimum weekly wage as prescribed for clerical employees in (a) hereof, for ordinary time worked on each day on any one week, or one forty-fifth of such prescribed minimum weekly wage for each hour or part of an hour of ordinary time worked in any one week, whichever is the greater.