



DATED: 03 SEPTEMBER 2018

TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

MIBCO would like to inform you of the following:

1. Additional Holiday Bonus for the period 01 September 2018 to 31 August 2019, based on Government Gazette 40771, Notice R.321 of 07 April 2017 (the MIBCO Main Collective Agreement); and
2. Additional Holiday Pay changes (AHP) for the period 01 September 2018 to 31 August 2019, based on Government Notice R.557 of 09 June 2017 (Correction Notice of the MIBCO Main Collective Agreement).

1. ADDITIONAL HOLIDAY BONUS CONTRIBUTIONS

Based on the abovementioned notice, the following new Additional Holiday Bonus rates will be payable as from 01 September 2018 to 31 August 2019.

Employees excluding motor vehicles salesperson and supply salespersons for whom additional holiday pay is not prescribed in terms of the Main Agreement who qualifies for paid annual leave shall be paid a holiday bonus by their employers.

The amount of the holiday shall be two weeks' wages, with a maximum payment of **R4,856.40 per annum**.

Additional Holiday Bonus for Chapter III establishments is three weeks calculated on actual wages (no capping).

Good to Great Together

2. ADDITIONAL HOLIDAY PAY CONTRIBUTIONS

Based on the abovementioned notice, the following new Additional Holiday Pay rates will be payable as from 01 September 2018 to 31 August 2019.

OCCUPATIONAL DESCRIPTION	RATE PER WEEK
Three Year Apprenticeship Contract	R/week
1st Year Apprentice	R48.89
2nd Year Apprentice	R54.59
3rd Year Apprentice	R74.47
Four Year Apprenticeship Contract	R/week
1st Year Apprentice	R48.89
2nd Year Apprentice	R53.61
3rd Year Apprentice	R60.58
4th Year Apprentice	R74.47
Employees doing aspects of Journeymen work	R/week
Grade 7 Employees	R85.01
Qualified Journeymen	R/week
Grade 8	R97.17

IMPORTANT TO NOTE:

Only employees in the occupational categories listed above and who earn equal or below income threshold of R205 433.30 per annum (R198 355 Sector-1/ Chapter III) qualify for AHP.

The MIBCO Team