



DATED: 26 February 2019

TO ALL PARTICIPANTS IN THE MOTOR INDUSTRY

Dealing with the impact of Power Outages during hours of work

This notice serves as a reminder of the provisions made in the MIBCO Main Collective Agreement (Government Gazette 40771, Notice R.321 of 07 April 2017, Division-A, Clause 4.6) for the manner in which employees must be paid when working hours are disrupted by power outages. The recent spate and anticipated ESKOM load shedding/power cuts have led to interrupted work schedules and unproductive periods for businesses that do not have alternate power resources.

The 'short time' clause is a provision used for interrupted work schedules due to power outages. Refer to the definition of 'short time' in the MIBCO Main Collective Agreement and the conditions in Clause 4.6. Power outages may be regarded as s 'slackness or the exigencies of trade by circumstances beyond the employer's control'.

Employers are required to apply themselves according the requirements set out to warrant 'short time for circumstances beyond the employer's control' and are directed to the ESKOM load shedding schedules as a resource, which may assist in notifying employees of impending and planned short time work schedules.

Ways to access ESKOM load shedding roll-out plans:

ESKOM Website:	www.eskom.co.za
Direct link to load shedding schedule:	http://loadshedding.eskom.co.za/
ESKOM Enquiries telephone:	0860037566

Employers are also urged to be proactive and use discretion within the context of Clause 4.6 to consult employees and explore allowable avenues of compensation; like having employees perform activities that are not dependant on electrical power (cleaning, maintenance of the workplace, etc.) or the exchange of downtime for lunch and tea breaks, adjusting trading hours, etc.

Matters of consultation and/or agreements between the employer and employees can be referred to MIBCO where there is no employee representativeness.

Note: MIBCO is not liable for the accuracy of load shedding information obtained from ESKOM.

The MIBCO Team

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Good to Great Together