



DATED: 05 April 2019

TO ALL PARTICIPANTS IN THE MOTOR INDUSTRY

2019 WAGE NEGOTIATIONS

As you are aware the existing Government Gazette 40771, Notice R.321 of 07 April 2017 (the MIBCO Main Collective Agreement) pertaining to wage increases as well as concomitant substantive conditions of employment will expire on the 31 August 2019.

MIBCO has commenced with wage negotiations and in the process the Council will consult non-parties with regards to their input in respect of the wage adjustment and conditions of employment (***I.e. Hours of work, leave, sick leave, public holidays etc.***) in the Motor Industry. Non-parties are defined as those employers not associated to either the Retail Motor Industry Organisation (RMI), the Fuel Retailers Association (FRA) or the National Employers Association of South Africa (NEASA), as well as employees not affiliated to either the National Union for Metalworkers of South Africa (NUMSA) or the Motor Industry Staff Association (MISA).

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

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

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

Good to Great Together

“Sector 1” means manufacturing establishments, i.e. vehicle body builders; trailers and caravan manufacturers and warranty repairs; vehicle components and accessories; fibreglass 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; carburettor sales and repairers; drive-train fitters and repairers; steering fitters and repairers; motor vehicle, bus, truck and tractor repairers;

“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, 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 Main Agreement and prescribed minimum wage schedule (Circular: 2018.08 2018/19 Prescribed Minimum & Guaranteed Wage Increases) as listed on the MIBCO web page www.mibco.org.za.

You are kindly requested to forward your input for consideration to the following fax number – 011 369 7600 (Attention: 2019 Wage Negotiations) or email to 2019wagenegotiations@mibco.org.za with 2019 Wage Negotiations in the subject line. Please note that the cut-off date for such submissions is **25 April 2019**.

