

DATED: 07 FEBRUARY 2025

TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

**NOTICE: INVITATION TO NON-PARTIES OF THE MOTOR INDUSTRY TO SUBMIT
INPUT FOR COLLECTIVE BARGAINING NEGOTIATIONS**

With the looming expiry of the 3-year MIBCO Main Collective Agreement, Government Gazette 48340, Notice no. R.3226 of 31 March 2023 on the 31st of August 2025, MIBCO will commence with Collective Bargaining Negotiations (Negotiations) for the enactment of a new Main Collective Agreement for the period commencing on 01 September 2025 and expiring at a date to be agreed at the negotiations.

Employees and employers of the Motor Industry who are **not** members of the –

- Motor Industry Staff Association (MISA);
- National Union of Metalworkers of South Africa (NUMSA);
- Fuel Retailers Association (FRA);
- National Employers' Association of South Africa (NEASA); or
- Retail Motor Industry Organisation (RMI)

are invited to make inputs with regards to wage increases and substantive conditions of employment for the new Main Collective Agreement.

Note: The said employer and employee organisations will represent their members at the National Collective Bargaining Forum and will make arrangements for their members to lobby their inputs.

Input must be submitted in writing and sent via email to

2025mibconegotiations@mibco.org.za with the following information:

- Email Subject line: **Non-party input for 2025 Negotiations.**
- The email must contain the employee or employer details, namely,
 - MIBCO number (where applicable).
 - Employee name; surname and identity number (if there is no MIBCO number).
 - Employer company name, address, contact person, business registration number (if there is no MIBCO number).

- Input should be related to wages, wage increases and/or conditions of employment for the period 01 September 2025 onwards and should include a motivation in support of the input.
- Input should be submitted by 00h00 on the 21st of February 2025. Only input submitted by the said deadline will be considered for the Collective Bargaining Negotiations.

The following document is available to assist and guide participants in preparing and submitting input:

- Main Agreement, Government Gazette 48340, Notice no. R.3226 of 31 March 2023, which contains the current wage rates and substantive conditions of employment –
 - To access the document, please go to: www.mibco.org.za → **Collective Agreement → Main Agreement Industry Replica of Gazette 48340 R.3226**; or
 - Click [here](#) for the direct link

Employers are kindly requested to share this information with employees.

IMPORTANT:

Please note that MIBCO is compliant in terms of the Personal Protection information Act, Act No. 04 of 2013 (POPIA) and ensures that personal information is retained and protected in accordance with the POPI Act and the MIBCO privacy policy.

The MIBCO privacy policy can be accessed on www.mibco.org.za or by clicking [here](#).

The MIBCO Team

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