



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NORTHERN CHAMBER

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CIRCULAR NO. NC/4/2018

Telephone Enquiries : Labour Affairs Department

1 September 2018

TO : ALL EMPLOYERS SUBJECT TO PART B OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (FREE STATE & NORTHERN CAPE REGION) WITHIN THE "METRO" AREAS ONLY OF THE NORTHERN CHAMBER OF THE NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY)

Dear Sir/Madam

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2018 ROUND OF NEGOTIATIONS **METRO AREAS ONLY**

(i.e. those Clothing establishments situated within the Magisterial Districts of Bloemfontein, Frankfort, Kimberley, Kroonstad, Parys and Vrededorp)

The Parties to the National Bargaining Council have concluded a **two year** Collective Agreement in terms of which the total labour cost increase for all "Metro" regions amounts to 7.5% with effect from and backdated to 1 September 2018, for the 1st year of the Agreement.

For the 2nd year of the Agreement, a further total labour cost increase of CPI plus 1% shall become applicable with effect from 1 September 2019, provided that in the event of CPI plus 1% resulting in the total labour cost increase being less than the rand value increase for 2018, the adjustment shall be the rand equivalent of the 2018 total labour cost increase. Should the CPI plus 1% for the second year 2019, exceed this, the parties shall renegotiate the total labour cost quantum.

For the purpose of the immediate previous paragraph of this information circular, the CPI shall refer to the CPI figure to be the year on year values as at November 2018 as determined by Stats SA.

This circular summarises the outcome of the Industry negotiations.

The Agreement will be submitted to the Minister of Labour with a request that it be extended to employers and employees in the Industry, other than those who are party to the Agreement, i.e. to all Non-Parties.

Party companies are automatically covered by the terms of the 2018-2020 signed Agreement.

Details of the negotiated settlement in respect of the Free State/Northern Cape Metro Region (Part B of the Council's National Main Collective Agreement) are set out below.

1. INCREASE TO TOTAL LABOUR COST

The increase to total labour cost for all current employees (inclusive of those previous employees who rejoin the industry after less than 3 years absence from the industry) shall be **7.5%**, for each of the job categories prescribed for these areas with effect from **1 September 2018, rounded** to the nearest 50 cents. (The increase shall be back dated to **1 September 2018** and back pay will be due). The new wage schedules incorporating the new wage rates after the 2018/2019 agreed increases are attached.

Please note that there are **two** enclosed sets of **Wage Schedules, Group A & Group B**, one applicable to those companies that **HAVE** registered a productivity agreement with the Bargaining Council, another applicable to those companies that **HAVE NOT** registered a productivity agreement and **new wage rates** applicable to the new employees on the Incentivised Wage Scheme which became effective from 1 September 2012.

Please Note: The wage rates in the magisterial districts of Frankfurt, Parys and Vredefort shall be adjusted upwards by the rand amount applicable in the magisterial districts of Bloemfontein, Kimberley and Kroonstad area.

2. CONTRIBUTIONS

2.1 Medical Benefit Society

The employee contribution rate to the Medical Benefit Society remains unaltered at R7.00 per week, whilst the employer contribution rate increases from **R21.94 to R23.59** per week:

Employee : R7.00
Employer : R23.59

2.2 Provident Fund

The employer's contribution rate to the Provident Fund **remains unaltered** at **7%** and employee contribution rate **remains unaltered** at **5.75%**.

Please note that the Provident Fund contributions are payable for the full 52 weeks of the year.

2.3 Bargaining Council Levy

The Bargaining Council levy payable by the employee shall be **R2.84** per week deducted from each employee's wage and the Bargaining Council Levy payable by the employer shall be **R3.06**.

2.4 Across-the-board Increases in Employer Contributions

The following levies and contributions payable by the Employer has been increased by the agreed Total Labour Cost increase of **7.5%**:

Category	Old Rate (p.w. per employee) 2017/18	New Rate (p.w. per employee) 2018/19
Industry Protection Fund	18c	19c
SACTWU HIV/AIDS Project	61c	66c
SACTWU Bursary Fund	41c	44c

3. TRADE UNION DEDUCTIONS

The **Trade Union Subscription** rate for its members remains at 1% of the member's basic wage rate with a *new minimum* of **R9.77** per week and a *new maximum* of **R17.90** per week, effective 1 September 2018 together with the funeral scheme contribution of R1.80 per week which remains unchanged, bringing the *total new minimum* to **R11.57** per week (i.e. the R9.77 plus the R1.80) and the *total new maximum* to **R19.70** per week (i.e. the R17.90 plus the R1.80). Companies are to ensure that the correct union fee deductions are implemented and transmitted to the Bargaining Council as part of your monthly returns.

NB: For all Non-Union Members, an Agency Fee deduction of 1% of the basic weekly wage with the minimum of **R9.77** per week and the maximum of **R17.90** per week is applicable. Companies are to ensure that the correct agency fee deductions are implemented and transmitted to the bargaining council as part of your monthly returns.

4. EMPLOYER AGENCY SHOP FEE

The Employer Agency Shop Fee is payable by employers who are not members of the Employers' Association and remains unaltered for employers who employ 60 or less employees is **R250.00** per month and it is **R4.25** per employee per month for employers who employ more than 61 and more employees.

5. FAMILY RESPONSIBILITY LEAVE

5.1 As per last year's information circular, all employers must grant an employee, during each Annual leave cycle, three (3) days paid Family responsibility leave, effective 1 September 2017. It is further clarified that this Family Responsibility Leave is to be granted in the event of the death or sickness of an employee's spouse or life partner, parent or adoptive parent, grandparent, child or adopted child, grandchild or sibling, effective from 1 September 2018.

5.2 You are reminded that this clause applies to an employee –

- a) Who has been in employment for a period of four months; and
- b) Who works for at least four days a week for that employer.

6. LEAVE PAY

One (1) day's pay shall be added to the leave pay for all employees effective in the second year of this Agreement, i.e. December 2019.

7. SHOP STEWARD'S LEAVE

Shop Stewards who are Office Bearers of the Trade Union shall be granted one (1) additional day's paid leave effective 1 September 2018 and a further additional one (1) effective 1 September 2019. Applications for leave by Shop Stewards who are Office Bearers of the Trade Union to attend Constitutional meetings of the Trade Union and the Federation to which the Trade Union is affiliated will not be unreasonably declined.

8. SCHEDULE OF DEDUCTIONS

A revised schedule of weekly deductions and contributions accompanies this circular

9. NON-METRO AREAS (for the purposes of this circular, means all areas of the old Province of the Transvaal not covered by Parts D (Clothing) and E (Knitting) of the Council's National Main Collective Agreement for the Northern Region)

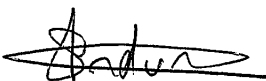
A separate circular is being distributed to all establishments in the non-metro areas, nationally.

10. COUNCIL'S WEBSITE (www.nbc.org.za)

The Council's website on the Internet is regularly being updated. Those who have access to the Internet can view and download the Main & Provident Fund Collective Agreements of the various "metro" and non-metro areas. These are in the form of consolidated agreements i.e. the original published agreements, updated for subsequent **published** amendments. This notice will also be added to the Council's website.

Any enquiries from employers who are members of any of the Employers' Associations should be directed to their Association. In the case of non-party establishments, enquiries should be directed to this Chamber's **Labour Affairs Department** on telephone no 011 402-2737.

Yours faithfully



SICELO NDUNA
GENERAL SECRETARY