



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

CAPE CHAMBER

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CIRCULAR NO. CC/05/19

Telephone Enquiries : Labour Affairs Department

27 August 2019

TO: ALL EMPLOYERS SUBJECT TO PART G OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT (**COUNTRY AREAS**) WITHIN THE CAPE 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

MAGISTERIAL DISTRICTS OF GEORGE & WORCESTER ONLY

The industry will recall The Parties to the National Bargaining Council concluded a **two year** Collective Agreement in 2018. This circular, therefore, outlines the total labour cost increase for 2018/2020 which is in line with the two-year agreement concluded last year.

The Amending Agreement which reflects the new conditions 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 Western Cape Country Areas (Part G 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 the rand equivalent of the 2018 total labour cost increase for each of the job categories prescribed for these areas with effect from **1 September 2019, rounded** to the nearest 50 cents.

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 a **new category of wage rates** applicable to the new employees on the Incentivised Wage Scheme effective from 1 September 2012.

2. NEW CEILING WAGE RATE

The scope of the Cape Country Areas part of the Main Agreement will be adjusted to raise the ceiling wage rate as follows :

Period: 1 September 2019 to 31 August 2020		
ANNUAL	MONTHLY PAID	WEEKLY PAID
R102 858.00	R8 571.50	R1 978.00

3. CONTRIBUTIONS

3.1 Provident Fund

Employer Contribution Rate:

The employer's contribution rate to the Provident Fund has **remained unaltered at 6.75%** of the weekly wage rate, which rate is based on an employee's actual basic wage. The **maximum** Provident Fund contribution rate payable by **employers** will be **R133.51** per employee per week or **R578.54** per employee per month.

Employee Contribution Rate:

The **Employees'** contribution rate to the Provident Fund **remains unaltered at 6,03%**, which rate is based on employees' actual basic wage.

The **maximum** deduction for Provident Fund from the earnings of **employees** will be **R119.27** per employee per week or **R516.83** per employee per month.

3.2 Bargaining Council Levy

The Bargaining Council Levy payable by the employer **remains unaltered at 0.4%**, calculated on each employee's wage rate, up to a maximum of **R4.80 per week**.

The Bargaining Council Levy payable by the employee **remains unchanged 0.3%**, calculated on each employee's wage rate, up to a maximum of **R3.31 per week**.

3.3 Across-the-board Increases in Employer Contributions

The following new levies and contribution rates payable by the Employer has been increased by 6.97% and becomes applicable from 1 September 2019:

Category	Old Rate (p.w. per employee) 2017/2018	New Rate (p.w. per employee) 2018/2019
Industry Protection Fund	29c	31c
SACTWU Capacity Building Fund	57c	60c
SACTWU HIV/AIDS Project	66c	70c
SACTWU Bursary Fund	43c	45c

4. 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 **R10.45** per week and a **new maximum** of **R19.15** per week, effective 1 September 2019 together with the funeral scheme contribution of R2.00 per week which remains unchanged, bringing the **total new minimum** to **R12.45** per week (i.e. the R10.45 plus the R2.00) and the **total new maximum** to **R21.15** per week (i.e. the R19.15 plus the R2.00). 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 **R10.45** per week and the maximum of **R19.15** 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.

5. NBC DISPUTE RESOLUTION LEVY

The dispute resolution levy payable by employers who are not members of any of the employer associations' party to the Bargaining Council has been increased by the average percentage i.e. 6.97%. The new levy for employers who employ 40 or less employees is **R196.14** per month and it is **R4.03** per employee per month for employers who employ more than 40 employees.

6. LEAVE PAY

One (1) day's pay shall be added to the leave pay for all employees in 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 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 is enclosed.

9. NON-METRO AND COUNTRY AREAS

A separate circular is being distributed to all establishments in the non-metro and 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 the **party employer 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 tel no (021) 460-4000.

Yours faithfully



N MGUMANE
REGIONAL SECRETARY

