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CIRCULAR

Kindly place on your staff notice board for the attention of your employees

27 July 2015

To: **Employers
Employees
Employer Organisations
Trade Unions
Regional Managers
Senior Agents**

APPLICATION OF THE 2014-17 COLLECTIVE AGREEMENT IN RESPECT OF DIVISION D/14 COMPANIES

1 In the Metal and Engineering Industries Bargaining Council's Certificate of Registration as varied by the Registrar of Labour Relations on 14 May 2009 the ***"Iron, Steel, Engineering and Metallurgical Industries"*** is defined as:-

(a) *The production of iron and/or steel;*

(b) *The production of alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues;*

(c) *The general engineering and manufacturing engineering and metallurgical industries;*

(d) *The building and/or alteration and/or repair of boats and/or ships including the scraping, chipping or scaling and/or painting of their hulls and general woodwork undertaken in connection with ship repairs;*

(e) *The electrical engineering industry;*

(f) *The lift and escalator industry;*

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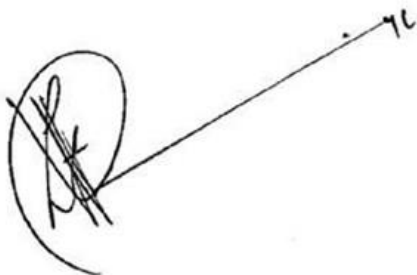
*(g) The plastics industry
and*

- 2 This definition includes the plastics industry in item (g) thereof.
- 3 The collective agreement published under Government Notice R.1051 in Government Gazette No. 38366 of 24 December 2014 in paragraph 1(1)(a) indicates that the terms of the agreement shall be observed in the Iron, Steel, Engineering and Metallurgical Industry throughout the Republic of South Africa.
- 4 The Industry Main Collective Agreement published under Government Notice R. 404 of 31 March 1998 as amended, re-enacted and renewed from time to time including its renewal, re- enactment and amendment per Government Notice mentioned incorporates a technical schedule outlining the job descriptions of the plastics industry in Division D/14 thereof
- 5 Division D/14 makes it clear that the wage rates applicable to it are prescribed in section 3(a) of Part II of the agreement.
- 6 The said wage table has classes of work ranging from rate H in the bottom to Rate A & A1 in the top.
- 7 With the background outlined above, I can now confirm that the Council's Main Agreement has never at any stage incorporated a separate chamber or wage schedule for the plastics industry.

Wages applicable to the plastics industry are therefore contained in the Council's Main Agreement as pointed out in paragraphs 5 and 6 above and must be complied with accordingly.

- 9 Clause 23 of the agreement allows anyone who cannot comply with any part of the agreement (after consulting with employees) to apply to the council for exemption.

I hope this helps clarify any real or perceived misunderstanding that may have existed in the industry.

A handwritten signature in black ink, consisting of a large, stylized initial 'T' followed by a surname, all enclosed within a circular scribble. A long, thin line extends from the bottom right of the signature towards the top right of the page.

Thulani Mthiyane
General Secretary