

NATIONAL UNION OF METALWORKERS OF SOUTH AFRICA

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Newtown, Johannesburg
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OCCB Engineering Sector Co-ordinator

26 June 2014

- TO : Metal and Engineering Industries Bargaining Council (MEIBC)**
- Att : Mr. Thulani Mthiyane – General Secretary: 086 636 8690
thulanim@meibc.co.za**
- And : SEIFSA representing their Twenty six (26) Employer Associations
Att : Mr. Lucio Trentini – Operations Director: 011298 9514
lucio@seifsa.co.za**
- And : National Employers Association of SA (NEASA)
Att : Mr. Gerhard Papenfus: 012 332 4347
info@neasa.co.za;
gerhardpapenfus@neasa.co.za**
- And : Federated Employers Organisation of SA (FEOSA)
Att : Mr. Johan Pretorius: 017 634 8809
feosa@secunda.co.za**
- And : Plastic Converters Association of SA (PCASA)
Att : Mr. Johan Pieterse – CEO: 011 314 3756 or 086 552 8060
johan@pcasa.co.za**
- And : SAUEO
Att : Henry Downing – 058 303 7017
Henry.downing@saunitedemployers.co.za**
- And : CEASAR
Att : Danie Lemmer
Danlem49@yahoo.com**
- And : Border Industry Association
Att : Larry Schewitz
larryschewitz@gmail.com**

Dear Madam& Sirs

RE: NOTICE TO STRIKE ON WAGE ISSUES AND OTHER SUBSTANTIVE ISSUES

NUMSA hereby serves you with a National Strike Notice that gives you more than the legal requirement of 48 hour notice for protected strike in terms of Section 64 of the Labour Relations Act No 66 of 1995 as amended, in support of the demands listed below. The strike will commence on 01 July 2014 in a form of a marches in a number of Provinces. Thereafter there will be total withdrawal of labour.

This notice is served after observing the Dispute Resolution Procedures as set out in the Metal and Engineering Industries Bargaining Council Constitution.

NUMSA DEMANDS FOR 2014 WAGE AND SUBSTANTIVE NEGOTIATIONS

1. Duration of Agreement

- The period of operation of this agreement must be one year.

2. Wages –

- Increase of 12% effective from 1st July 2014 to 30 June 2015 and **To be duly backdated for whatever reasons of delay.**

3. Labour Brokers

- We demand a total ban of labour brokers.

4. Short Time

- Short time must not affect workers shifts iro leave enhancement.
- After 6 weeks of short time, there must be negotiations on short time and employer must be forced to provide training through MERSETA and many other solutions to end short time must be determined
- We must replace consultation during short time and engage on negotiations.
- Short time should not exceed the minimum hours of 36 per week.
- The Industry must establish a fund that will cater for short time.

5. Housing Allowance

- Housing allowance of not less than R1 000 per month payable to each worker in the industry

6. Training and Career Path

- Introduce a ratio for apprentice e.g. for every five apprentices employ one artisan.
- Guarantee all apprentices employment
- 100 % payment for training.
- Current employees must not be expected to resign from employment if they take apprenticeship.
- Training should not be limited to certain courses.

7. Shopstewards Recognition and Time off

- We demand a minimum of 30 days for shop stewards.
- Shop stewards should not lose shifts for the leave granted for union activities and training.
- Amend the Section 44, 46 & 47 of the Main Agreement (reasonable to be changed to unlimited time-off)
- Time off for Shopstewards serving at MEIBC, MERSETA and MIBFA – pursue

8. Youth Wage Subsidy

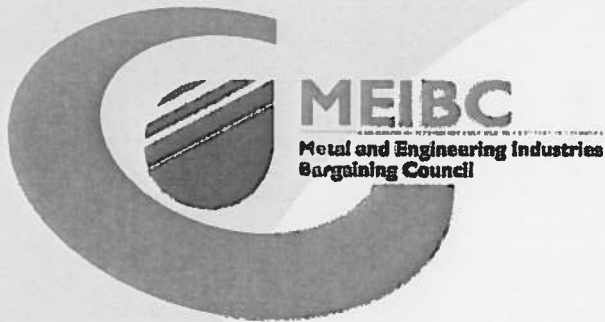
- No company in our industry should be allowed to implement Employment Tax Incentive.

9. Load Shedding

- Workers must be paid 8 hours during load shedding.

Yours faithfully
National Union of Metalworkers of South Africa

VUSUMZI MABHO
National Engineering Sector Coordinator
Copy: Secretariat
HOD



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Wednesday, 25 June 2014

CERTIFICATE OF NON RESOLUTION

Industry Dispute between

NUMSA, Solidarity, MEWUSA, UASA, SAEWA and CEPWAWU.

And

SEIFSA's 23 Employers' Associations (as listed in annexure A), NEASA, FEOSA, CAESAR,
Border Industry Employer's Associations, PCASA and SAUEO.

With reference to the above dispute which was considered at the MEIBC Special Management Committee meeting held on the 03 June 2014 and subsequent to the sub-committee meetings and following the instruction of the last sub-committee meeting held on the 25 June 2014, I certify that the above dispute remains unresolved.

Thulani Mthiyane
General Secretary

Cape Region
PO Box 6096
Roggebaai 8012

Border Region
PO Box 13162
Vincent 5217

KwaZulu-Natal Region
PO Box 5900
Durban 4000

Midland Region
PO Box 12848
Centraal 6006

Gauteng Region
PO Box 3998
Johannesburg 2000

Free State &
Northern Cape Region
PO Box 30095
Moreskop 9462

Centre for Dispute
Resolution
PO Box 9281
Johannesburg 2000

Tel: 021 421 6140
Fax: 086 636 8696

Tel: 043 743 7790
Fax: 086 636 8691

Tel: 031 305 4761
Fax: 086 636 8693

Tel: 041 586 1542
Fax: 086 636 8694

Tel: 011 639 8000
Fax: 086 636 8689

Tel: 057 352 4142
Fax: 086 636 8697

Tel: 011 834 4660
Fax: 086 636 8699

Steel and Engineering Industries Federation of Southern Africa (SEIFSA) on behalf of:

- Association of Electrical Cable Manufacturers of South Africa
- Association of Metal Service Centre of South Africa
- Cape Engineers' and Founders' Association
- Constructional Engineering Association (South Africa)
- Electrical Engineering and Allied Industries' Association
- Electrical Manufacturers' Association of South Africa
- Gate and Fence Association
- Hand Tool Manufacturers' Association
- KwaZulu-Natal Engineering Industries 'Association
- Lift Engineering Association of South Africa
- Light Engineering Industries' Association of South Africa
- Non-ferrous Metal Industries' Association of South Africa
- Port Elizabeth Engineers' Association
- Pressure Equipment Manufacturers' Association of South Africa
- Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
- S.A. Electro-Plating Industries' Association
- S.A. Engineers' and Founders' Association
- S.A. Fastener Manufacturers' Association
- S.A. Refrigeration and Air Conditioning Contractors' Association
- S.A. Post Tensioning Association
- S.A. Pump Manufacturers' Association
- S.A. Reinforced Concrete Engineers' Association
- S.A. Valve and Actuator Manufacturers' Association