NUMSA signs above inflation wage agreement in the Glass Sector
29 July 2025
Press statement

The National Union of Metalworkers of South Africa (NUMSA) is proud to announce that it has signed a two-year, above-inflation wage agreement with the Glass Industry Employers Association (GIEA) under the National Bargaining Council for the Chemical Industry, (NBCCI). This deal was signed yesterday (28 July), and covers all 13 000 workers in the sector and will be extended to non-parties, ensuring the gains reach every employee. The agreement is from 1 July and expires on the 30th of June 2027. It will be backdated to the 1st of July.

Key Agreement Highlights

Period	Basic Wage Increase	Minimum Wage (per month)
1 July 2025 – 30 June 2026	5.5% increase	R 8 789.91 → R 9 273.36
1 July 2026 – 31 Dec 2026	5.5% increase	
1 Jan 2027 – 30 June 2027	0.5% increase	R 9 273.36 → R 9 319.73

- Total increase Year 1: 5.5% across the board
- Total increase Year 2: 6.0% (5.5% + 0.5%)

Additional Gains for Workers

Maternity leave improvement from 50% of basic salary for four months to 85% of the basic wage paid for four months. Pregnant women now have the following options:

    - Option A: 85% of basic wage paid for four months
    - Option B: 55% of basic wage paid for six months

- The NBCCI will set up an unemployment support fund to aid workers who lose their jobs as part of Section 189 processes.
- A ban on labour brokers and temporary services beyond three months, as per section 198 of the Labour Relations Act (LRA); longer-term workers to receive permanent contracts and full benefits the same as permanent employees
- First-time sector-wide negotiations for medical aid coverage, to be finalized by the NBCCI

Implementation & Next Steps

- The Agreement is back-dated to 1 July 2025
- The Collective Agreement automatically applies to non-parties to the bargaining council
- Plant-level discussions will address:
  - Shift and danger allowances
  - Disaster and emergency leave
  - Housing and heat allowances
  - Long-service awards

NUMSA retains the right to renegotiate any benefit shortfalls at company level.

The NUMSA General Secretary Irvin Jim said,

"NUMSA remains committed to defending workers' hard-earned gains and pushing beyond mere inflation adjustments. This deal sets a new standard in the Glass Sector and sends a clear message: when workers unite, we win."

Ends

For more information or interview requests, please contact:

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