



2017-04-07



To :- All Members of the RMI



LABOUR RELATIONS ACT (1995) : PUBLICATION OF THE NEW MAIN AGREEMENT, INCORPORATING THE NEW WAGE SCHEDULES FOR THE PERIOD 2016 - 2019



We are please to advise that the Minister of Labour has published the new Main Agreement, incorporating the wage agreement concluded later in 2016 for the period ending 31 August 2019.



Attached are the notices regarding:



- i. The renewal of period of operation of the main agreement which will be implemented on the date of publication which is 07 April 2017.



- ii. The amending agreement dealing with the new wage dispensation flowing from the 2016 Wage Negotiations which will be implemented on Monday 17 April 2017.



The new prescribed minimum wage rates and guaranteed wage increases for the period ending 31 August 2017, based on the Main Collective Agreement for the Motor Industry will start on **Monday 17 April 2017** and shall remain in place for the period ending 31 August 2017.



Individual employers wishing to apply for an exemption to pay a lesser actual wage increase and / or a guaranteed increase or to be exempted from paying such, must do so by completing a Wage Exemption Application form which is obtainable from their local MIBCO Regional Office or on the MIBCO website; www.mibco.org.za . Such application must be submitted by no later than 21 days from 17 April 2017 at the local MIBCO Regional Office either by hand delivery, registered mail, facsimile or E-mail in the prescribed format with the following supportive documentation attached:



- o Formal financial information;
- o Written motivation; and
- o Detail and proof of the consultative process between the employer, employee and relevant MIBCO Trade Unions.



For further assistance please contact your local MIBCO Regional Office as per the contact detail on the MIBCO website www.mibco.org.za



Please note that the wage increased for sector 5 already came into operation on 7 December 2016.



Members are referred to the wage booklet, containing all the new wage rates together with explanations as to sectors and non-wage related payment, that was circulated in the February edition of the Automobil.



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Kind regards,



JAN G SCHOEMAN
CHIEF OPERATIONS OFFICER
RETAIL MOTOR INDUSTRY ORGANISATION

DEPARTMENT OF LABOUR

LABOUR RELATIONS ACT, 1995

MOTOR INDUSTRY BARGAINING COUNCIL-MIBCO: RENEWAL OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE AGREEMENT

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby, in terms of section 32(6) (a) (ii), read with section 32(5) of the Labour Relations Act, 1995, declare the provisions of Government Notices No R.250 of 4 April 2014 and R. 321 of 7 April 2017 to be effective from the date of publication of this notice and for the period ending 31 August 2019.



M N OLIPHANT, MP
MINISTER OF LABOUR

28/03/2017

STAATSKOERANT, 7 APRIL 2017

No. 40771 15

DEPARTMENT OF LABOUR

NO. R. 321

07 APRIL 2017

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE MOTOR INDUSTRY-MIBCO: EXTENSION TO NON-PARTIES OF THE MAIN COLLECTIVE AGREEMENT

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) read with section 32(5) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **Motor Industry Bargaining Council - MIBCO**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication of this notice and for the period ending 31 August 2019.



M N OLIPHANT, MP
MINISTER OF LABOUR

28/03/2017

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