



# SAEFA

SA ENGINEERS AND  
FOUNDERS ASSOCIATION

## WHY **NOT** TO HAVE A “MAIN AGREEMENT”

SEIFSA have recently been advertising a training session about their wage agreement with the unions. In it they trumpet the phrase: “If not the Main Agreement - then what else?”. They are charging over R3,000 for the session for non-members, bearing in mind that if one is not a SEIFSA member then their agreement doesn’t apply to you anyway. Further, the SEIFSA-NUMSA wage agreement reached in mid-2017 has not been extended to the rest of the industry, so it cannot be called a “Main Agreement” at all. This is despite advertising on their website and via email circulars that the terms and conditions of employment contained in their Main Agreement Handbook are applicable to all employers and employees in the industry.

The SA Engineers and Founders Association (SAEFA) will be hosting sessions on why NOT to be a part of the SEIFSA “Main Agreement”. These sessions will be free of charge and open to anyone in the industry, including SEIFSA members.

Dates and venue:

- **Friday, 28 June 2019 from 08h00 until 10h00** – Reading Country Club, 40 Fore Rd, Alberton
- **Thursday, 4 July 2019 from 14h00 until 16h00** – Reading Country Club, 40 Fore Rd, Alberton

In these sessions, SAEFA will update you on the status of the:

- On-going negotiations with unions
  - The unions are technically still locked in negotiations with us, but refuse to acknowledge that there is desperate need to accommodate our proposals if the industry is to survive
  - As such, no wage agreement applies to SAEFA members, and none has since 1 July 2017
- The SEIFSA-NUMSA alliances’ futile and illegal attempts to have their agreement extended to the industry
- Success of our new entry worker wage rate of R30 per hour
  - A wage saving of over R40,000 per annum per employee
  - Growing employment and workplace access for unskilled workers

And SAEFA will also address any other questions you may have.

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# SAEFA

Administrator ✉charlene@saefa.co.za ☎(018) 771 3210 / 082 856 7793  
Executive Director ✉gordon@saefa.co.za ☎(011) 678 0021 / 083 412 1437

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We will also explain the Labour Courts' reasoning as to why the parties attempts to have their employer-unfriendly collective agreements extended have failed – something of which SEIFSA members are seemingly unaware.

SEIFSA-NUMSA often defend their industry-destroying wage agreements on the basis that if they are not affordable for you, then you can apply for an exemption. Just one regional MEIBC office alone is still processing more than 10 exemptions per month, 18 months since the new SEIFSA-NUMSA wage agreement became effective. That's a very big number when one remembers that the "Main Agreement" barely applies to 1,000 companies.

SAEFA will continue the fight for the survival of the industry, as we have been doing. Remember that we played an instrumental role in ending the Collective Bargaining Levy ("CBL"), which was going to pay over R500m to the unions over a 5-year period, with less than a tenth of that amount being paid to the Employer Associations.

SAEFA have also been instrumental in effecting positive change at the MEIBC, ensuring transparency and accountability, rather than the SEIFSA approach of simply approving huge increases in levies in order for the MEIBC to be able to generate sufficient revenue to match its expenses.

SAEFA will also fight for you, our individual member company. To that end, please remember that our negotiations with the unions are legally still on-going, and you must not even consider entertaining plant-level bargaining. NUMSA are continuing to attempt that at various sites, but SAEFA has successfully fought this in every single instance.

The fights SAEFA has been winning for its members, and the industry as a whole, cost a lot of money. **Please consider making a voluntary contribution to SAEFA to enable us to continue winning for you. Our own Exco member companies have already contributed over R30,000 in the first 24 hours of this request being made.** This special, voluntary levy will be used to replenish our reserves, some of which were used in funding legal battles during the course of the past year.

Having won these fights and having allowed our members to finally have some freedom of choice as to how they run their businesses, does not reduce the significance of SAEFA going into the future, it increases the need for us to get stronger.

Please contact us for any further information you require on any of the above. We welcome the opportunity to personally interact with our members.

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## Status of the Main Agreement Update Session

**28 June or 4 July 2019**

To make a booking, please complete the table below and email to [gordon@saefa.co.za](mailto:gordon@saefa.co.za) or [charlene@saefa.co.za](mailto:charlene@saefa.co.za)

Name:	Company:	Contact Number	Email Address:
Company Addresses (Postal and physical):			
1.			
2.			
VAT Number:			
Please indicate (tick) which date you would like to attend:		28 June 2019	4 July 2019
Names of Delegates:			
1.		2.	
3.		4.	
5.		6.	
Are you a SAEFA Member?		Yes	No