

## MEIBC 2017 Main Agreement Negotiations

15 June 2017

### Day 3 of 2017 Negotiations

Parties convened at the MEIBC on Thursday, 15 June, to continue their facilitated engagement on the 2017 Main Agreement negotiations.

The process commenced with the employers reaffirming their position as presented to the trade unions on 8 June 2017. During the course of the negotiations, the employers indicated that in light of the unions' being unwilling to revise their position with regards to the following key principles, namely:

1. No downward variation
2. Increases on actuals
3. Extension

The employers indicated that it would not be possible to revise their position founded on the following key principles:

1. New entry level wage rates, with an increase of CPI to be given on minimums, the exemption of companies who employ less than 20 employees and a regionally differentiated wage formula
2. A three-year agreement
3. A revamped and effective exemptions policy
4. A strengthening of the wording of s37
5. Calculation of Leave Enhancement Pay to be based on actual shifts worked
6. The first 45 hours per week to be paid at normal time
7. 4<sup>th</sup> week leave for new entrants to be removed

After a union caucus, all the trade unions declared a dispute against the employers and the employers, in response, countered with a dispute against each of the trade unions.

The dispute will now be processed in terms of the MEIBC's Constitution and, in all likelihood, the Management Committee meeting scheduled for 21 June 2017 will deal with the matter.

The joint employer position, as presented today is attached for your information.

**All Employer Organisations engaged in the negotiations have this communication and additional detail.**

Kind regards,

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