



## **FINAL JOINT EMPLOYER REPORT // CONCLUSION OF THE NEGOTIATIONS WITHIN THE PNF // 8** **OCTOBER 2021**

On 8 October 2021 the PNF (Plastics Negotiating Forum of the MEIBC) concluded all negotiations in respect of the collective agreement regulating the terms and conditions of employment of employees employed in the Plastic Industry; those who fall within the scope of registration of the MEIBC.

### **Parties:**

#### **Employer parties:**

Cape Engineers and Founders Association;  
Consolidated Employers Association;  
Kwa Zulu Natal Engineering Industries Association  
National Employers' Association of South Africa; (Still to ratify with Membership)  
Plastics Convertors Association of South Africa; and  
South African Engineers and Founders Association.

#### **Trade Union parties:**

Metal and Electrical Workers Union of South Africa;  
South African Equity Workers Association;  
Solidarity; and  
UASA The Union

### **1. Duration of the agreement:**

The agreement is effective from date of agreement until 30 June 2025 and the wage increases set out below will apply from 1 October 2021 to Members of the party trade unions to the agreement.

### **2. The Conditions of Employment:**

The parties concluded a consolidated collective agreement which regulates conditions of employment as well as wages for the period recorded in 2 above. Copies of the signed agreement will be made available and will be placed on the MEIBC website.

### **3. The wage schedules and increases for the period of the agreement:**

Please note that all increases are determined on the minimum wage rate as inserted in Column C below. Also note that parties have agreed to an off-set of any increases which may have been effected from 1 July 2021 to date. This in short requires of Members to ensure that the Rand value increase granted thus far is not below the Rand value increase listed in column C. In cases where the Rand value increases granted from 1 July 2021 to date is below the corresponding Rand value per category of employment, Members are required to adjust the wage rate of such Employee to be at least equal to the Rand value listed in Column C. In the event the Rand value increase granted from 1 July 2021 to date is higher than the corresponding Rand value increase listed in Column C such increase must be maintained and may not be adjusted downwards.

**A. Wage schedule for year 1 -1 October 2021 – 30 June 2022 (Limited to the trade union parties to the collective agreement)**

A	B	C	D
Grade	Current minimum wage rate	Increase/hr	New minimum
A	R 82.28	R 4.94	R 87.22
B*	R 67.21	R 4.03	R 71.24
C	R 64.59	R 3.88	R 68.47
DD	R 57.34	R 3.44	R 60.78
E	R 44.89	R 2.69	R 47.58
F	R 37.85	R 2.27	R 40.12
G	R 33.53	R 2.01	R 35.54
H	R 29.75	R 1.79	R 31.54

**B. Wage schedule for Years 2 – 4 - 1 July 2022 – 30 June 2023, 1 July 2023 – 30 June 2024 and 1 July 2024 – 30 June 2025**

Please note that the minimum wage rates and the wage increase for the periods listed remains the same for three years.

A	B	C
Grade	Current minimum wage rate	Increase/hr July 2022/23/24
A	R 87.22	R 4.94
B*	R 71.24	R 4.03
C	R 68.47	R 3.88
DD	R 60.78	R 3.44
E	R 47.58	R 2.69
F	R 40.12	R 2.27
G	R 35.54	R 2.01
H	R 31.54	R 1.79

We are eternally grateful for your support and patience during these protracted negotiations.

Kind regards,

**NEGOTIATING TEAM**