



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

6 September 2021

Wage Negotiation Advisory No. 40

Dear Members,

UPDATE ON SAEFA POSITION IN THE 2021 WAGE NEGOTIATIONS

The second meeting of the Manco-appointed negotiations subcommittee was held on the evening of 2nd September, facilitated by Commissioner Dadabhai from the CCMA. The purpose of the subcommittee meetings is to try and resolve the dispute declared by NUMSA on the 29th of July.

The parties articulated their respective positions, with SAEFA clarifying that it will pursue an agreement that is in line with the mandate given by members at the meeting of Monday, 30 August, namely that a new entrant wage structure be established, and increases be awarded on base rates and not on actual rates of pay. This is, of course, something that SAEFA has been pursuing since 2017.

In a recent development, SEIFSA called for a meeting with all employer associations on 31 August 2021. SAEFA was asked to reconsider the Settlement agreement and was asked what would need to change for SAEFA members to support it. Having given this due consideration, it is the view of the negotiating team that the Terms and Conditions of Employment (TCOE) Agreement, which is the agreement currently being discussed with Solidarity, is the way forward in terms of the members' mandate and what is needed for the industry. Our response to SEIFSA highlights the areas of Settle Agreement where it differs from the TCOE Agreement.

The SAEFA negotiating team will be meeting with Solidarity trade union this week and it is hoped that an agreement will be reached in the meeting, that may then be circulated for other trade unions and employer organisations to consider. This agreement would then be implemented by all SAEFA member companies, regardless of employees' union affiliation.

Yours sincerely,

Gordon Angus
SAEFA Executive Director