



NBCRFLI

National Bargaining Council for the Road Freight and Logistics Industry

Your Road Freight Partner.

To gain access to the valuable service offerings from the NBCRFLI, become a member of a Road Freight and Logistics Industry party member union or employer association today!

Turn over to view their contact details.

WHO IS THE NBCRFLI?

Our Bargaining Council, which is known as the National Bargaining Council for the Road Freight and Logistics Industry (NBCRFLI), is governed by the Labour Relations Act of 1995 which allows for registered employer and employee organisations to establish a bargaining council for an industry and area.

WHY IS THE EXISTENCE OF THE NBCRFLI SO IMPORTANT?

The Council facilitates **COLLECTIVE BARGAINING** whereby trade unions and employer organisations, which are party to the Council, are able to negotiate matters that are of mutual interest to the Road Freight and Logistics Industry. The agreements concluded between the Parties to the Council are called Collective Agreements which are applicable and binding to the parties to Council as well as non-parties, as long as they operate within road freight and logistics sector.

This approach allows for **BETTER REGULATION** of matters which affect the Road Freight and Logistics Industry as a whole, such as **MINIMUM STANDARDS** and **CONDITIONS OF EMPLOYMENT**, which ultimately contributes to labour stability.

Ultimately, the NBCRFLI works pre-emptively to **PROMOTE PEACEFUL AND SOUND LABOUR RELATIONS** which has a stabilizing influence on the Road Freight and Logistics Industry.

WHAT DO WE DO FOR YOU?

The Council supports industry members through a number of value-add service offerings, including:

- **SETTING MINIMUM STANDARDS AND CONDITIONS OF EMPLOYMENT** as outlined in the Collective Agreements.
- **ENSURING ALL EMPLOYERS AND EMPLOYEES** who fall into the scope of the NBCRFLI **FOLLOW THE COLLECTIVE AGREEMENTS** by conducting proactive and on-going educational inspections, investigating complaints or by any other means that the Council may adopt.
- **RESOLVING DISPUTES** between employers and employees in the Industry.
- **MANAGING THE INDUSTRY'S ANNUAL, SICK LEAVE AND HOLIDAY BONUS FUNDS.**
- **PROVIDING WELLNESS SERVICES** to the industry, such as Trucking Wellness and the NBCRFLI Health Plan.
- Employers are obliged to ensure that deductions are made from the wages of their employees in respect of **RETIREMENT (PROVIDENT/PENSION) FUNDS**, to be paid over to the fund concerned, as per the Financial Services Laws Amendment Act of 2013 which makes the non-payment of retirement fund contributions by employers a criminal offence.

The Council services the Industry through its 18 offices countrywide in all nine (9) provinces.

WHAT IF THE NBCRFLI CEASES TO EXIST DUE TO LOW REPRESENTIVITY?

Matters of mutual interest **WILL NOT** be negotiated on at centralised bargaining level, meaning that **not** all industry employees and employers will benefit on negotiated matters completed at a company shop floor level.

In addition, all NBCRFLI services to the industry **WILL NOT** be available. Thus there will be:

- **NO INDUSTRY MINIMUM STANDARDS AND CONDITIONS OF EMPLOYMENT** as stipulated in the Collective Agreement;
- **NO DISPUTE RESOLUTION SERVICES** that cater specifically for the Road Freight and Logistics Industry;
- **NO HOLIDAY AND SICK BONUS FUND PROVISION;**
- **NO TRUCKING WELLNESS SERVICES;**
- **NO NBCRFLI HEALTH PLAN;** and
- **NO MINIMUM PAYMENTS OF ALLOWANCES** applicable across the Road Freight and Logistics Industry such as Hazchem, night work, cross border and subsistence;

As a result, there will be no active promotion of centralised, standardised, long-term, peaceful and sound labour relations which has had a stabilising effect on the Road Freight and Logistics Industry over the years.

PARTIES TO COUNCIL



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