A key function of the NBCRFLI is to conclude agreements that define minimum wages and conditions of employment in the registered scope of the Council.

Parties to the Council – Employer Organisations and Trade Unions are directly involved in concluding these agreements on behalf of their members through negotiation.

Objective is to conclude agreements that take into account the needs of Employers, Trade Unions and the Industry
**SPECTRUM OF NEEDS**

**EMPLOYER NEEDS**
- A stable and efficient workplace
- Competitive labour cost
- Productivity
- Compliance with labour legislation in the RSA
- The ability to adapt rapidly to change (flexibility)
- To be perceived as a just employer
- Economic and job stability
- A profitable, competitive enterprise
- Industrial peace

**LABOUR NEEDS**
- A living wage
- Justice and protection in the workplace
- Security of employment
- Prevention of exploitation
- Recognition of individual/family aspirations and commitments
- Recognition for contribution/productivity
A year prior to the expiry of a current agreement, parties come together to negotiate a new agreement.

The current agreement expires in February 2016.

Parties start by drawing up a Negotiation Protocol which seeks to guide parties on what they need to do and expect during the negotiation process.
NEGO TiATI ON PROTO CO L

• To work as partners to create an environment for prosperity and success in the Road Freight and Logistics Industry.
• To drive decisions that ensures the future of the NBCRFLI.
• To deliver effective and efficient representation and service to those they serve.
• To reach a settlement that serves social justice, labour peace and economic growth.
• To combat conflict.
• To place the maximum premium on time and its management.
NEGOTIATION PROTOCOL

• To communicate meaningfully, with every option to be explored in reaching settlement without resorting to industrial action.

• To recognize and utilize the negotiation process as an opportunity to understand the needs of both sides and to build relationships so that representatives walk away together, once settlement is achieved, with a strong bond, to ensure the agreement is adhered to and “brought to life”.

• To ensure that the wage negotiations in the coming year are conducted in accordance with the negotiation protocol.

• To abide by the settlement reached.

• To create a “model industry”.

THE NEGOTIATION PROCESS

1. Mandating process by both parties.
2. Consolidation of needs / demands
5. In the event of a deadlock, disputes are dispute referred to conciliation.
6. If the dispute remains unresolved, recourse to industrial action.
7. Agreement concluded.
8. Agreement promulgated.
AFTER RESOLUTION . . .

- Debriefing Session for parties to jointly reflect on the negotiation in a structured fashion
  - What did we do right? How can we build on this?
  - What did we do wrong? How can we address this?
  - What helped us to reach agreement? How can we capitalise on this?
  - What hindered us from reaching agreement? How can we mitigate / avoid this?
AFTER RESOLUTION . . .

• Compliance Review Committee established in terms of the 2012 Wage Negotiations Agreement to jointly monitor the implementation of the agreement

• Facilitated Task team established in terms of the 2012 Wage Negotiations Agreement to deal with various outstanding matters