

19 May 2011

Circular to the Industry

Re: Amendments to the Main Collective Agreement

1. On the 21st of February 2011, the employer (Road Freight Employers Association) and union parties (South African Transport and Allied Workers Union, Transport and Allied Workers Union, Motor Transport Workers Union and Professional Transport and Allied Workers Union of South Africa) to the Road Freight and Logistics Bargaining Council concluded an agreement on the wages and conditions of service.

The wage schedule signed by all parties to Council was submitted to the Department of Labour on 5 April 2011. The Minister of Labour signed the wage schedule for promulgation on Friday, 13 May 2011 under Government Gazette No. 34294, Regulation No. 432 and 433.

The effective date of the promulgation is 20 May 2011 valid until 28 February 2013.

2. Scope of Application

The provisions of the Agreement shall apply to:

- (a) Employees for whom minimum wages are prescribed and to the employers of such employees; and
- (b) other categories of employees, for whom minimum wages are not prescribed but qualify for the across the board increases as per clause 7. Trade union subscriptions prescribed in clause 31 and expenses of the Council prescribed in clause 32 shall be applicable to employees referred to in this sub-clause.

- (c) Employees for whom minimum wages are not prescribed and do not qualify for the across the board increases as per clause 7 insofar as trade union subscriptions prescribed in clause 31 are concerned.

3. Wages

- (a) For the period until 29 February 2012, the minimum rate at which wages in respect of ordinary working hours shall be paid by an employer to each member of the under mentioned grades of his employees, shall be as follows:

(i) Weekly Wages:

General Freight and Logistics, Sugar Cane Sector, In-Field Operations, Furniture Removal and Cash-in-Transit:

1 Category Code	2 Class	3 Grade	4 Patter- son Grade	5 New Minimum Wage per week	6 Across the board Increase
1 42 3 27	General worker General worker, repair shop Packer/loader, grade I Security guard	1.	A Band A Band A Band A Band	R747.76	9%
5 6 2 22 24 46	Motorcycle/motor tricycle driver Light motor vehicle driver Checker, grade I Loader operator, grade II Mobile hoist operator, grade II Packer/loader, grade II	2.	B1 B1 B1 B1 B1 B1	R845.24	9%
7 8 44 19 23 47 21 20 26 15	Medium motor vehicle driver (articulated) Medium motor vehicle driver (rigid) Artisan assistant Gantry crane operator, grade I Mobile hoist operator, grade I Checker, grade II Loader operator, grade I Gantry crane operator, grade II Storeman (workshop) Team leader	3.	B2 B2 B2 B1 B2 B2 B1 B2 B2 B2	R1041.77	9%
50	Vehicle Guard	3.	B2	R1646.70	9%
10 11 12 13 18	Heavy motor vehicle driver (articulated) Heavy motor vehicle driver (rigid) Extra-heavy motor vehicle driver (articulated) Extra-heavy motor vehicle driver (rigid) Dispatch clerk	4.	B3 B3 B3 B3 B3	R1193.90	9% (subject to (ii) below)
14 45 49	Ultra-heavy motor vehicle driver Semi-skilled artisan Storeman (warehouse)	5.	B4 B4 B4	R1384.73	9% (subject to (ii) below)
51	Custodian	5.	B4	R1921.15	9%
41 40 39	Security officer, III Security officer, II Security officer, I	6.	B3 B3 B4	R1372.25 R1646.70 R1646.70	9%

(ii) In respect of grades 4 and 5 employees who received the 3% increase as a result of the increases in minimum wages on 28 February 2011, an offset to a maximum of 2% on the across the board increases shall apply.

(b) For the period 1 March 2012 to 28 February 2013 the minimum weekly rate of which wages in respect of ordinary working hours shall be paid by an employer to his employees who are engaged in the under mentioned grades, shall be as follows:

1 Cate- gory Code	2 Class	3 Grade	4 Patter- son Grade	5 New Minimum Wage per week	6 Across the board Increase
1 42 3 27	General worker General worker, repair shop Packer/loader, grade I Security guard	1.	A Band A Band A Band A Band	R807.58	8.5%
5 6 2 22 24 46	Motorcycle/motor tricycle driver Light motor vehicle driver Checker, grade I Loader operator, grade II Mobile hoist operator, grade II Packer/loader, grade II	2.	B1 B1 B1 B1 B1 B1	R912.86	8.5%
7 8 44 19 23 47 21 20 26 15	Medium motor vehicle driver (articulated) Medium motor vehicle driver (rigid) Artisan assistant Gantry crane operator, grade I Mobile hoist operator, grade I Checker, grade II Loader operator, grade I Gantry crane operator, grade II Storeman (workshop) Team leader	3.	B2 B2 B2 B2 B1 B2 B2 B1 B2 B2	R1125.11	8.5%
50	Vehicle Guard	3.	B2	R1786.67	8.5%
10 11 12 13 18	Heavy motor vehicle driver (articulated) Heavy motor vehicle driver (rigid) Extra-heavy motor vehicle driver (articulated) Extra-heavy motor vehicle driver (rigid) Dispatch clerk	4.	B3 B3 B3 B3 B3	R1289.41	8.5%
14 45 49	Ultra-heavy motor vehicle driver Semi-skilled artisan Storeman (warehouse)	5.	B4 B4 B4	R1495.50	8.5%
51	Custodian	5.	B4	R2084.15	8.5%
41 40 39	Security officer, III Security officer, II Security officer, I	6.	B3 B3 B4	R1488.99 R1786.67 R1786.67	8.5%

(c) Across the board increases for employees in other categories

For the period ending 29 February 2012 and 28 February 2013 respectively, the following increases will be applicable to employees whose minimum wages are not

prescribed but fall within the definition of the bargaining unit in terms of clause 49 of the Collective Agreement.

- (i) General Freight and Logistics, Sugar Cane Sector, In-Field Operations and Furniture Removal Operations:

Bands	Period ending 29/02/2012	Period ending 28/02/2013
(i) Employees earning less than R6000.00 pm	100% of 7%	100% of 7%
(ii) Employees earning between R6001.00 and R8000.00 pm	87.5% of 7%	87.5% of 7%
(iii) Employees earning between R8001.00 and R10000.00 pm	80% of 7%	80% of 7%

- (ii) Cash-in-Transit:

Bands	Period ending 29/02/2012	Period ending 28/02/2013
Other categories (Box Room Marshall, Radio Controller, Tactical Support Officer, Team Leader and Counting House [Tellers])	7%	7%

- (iii) The increases in (i) and (ii) above are to be off-set against any company paid increases over the last 12 months. The off-set is only in respect of the first year of this Collective Agreement. In the event that an employee in the extended bargaining unit received an increase greater than reflected in (i) and (ii) above, the employer will not be entitled to recover such difference from such employee.

4. Leave Pay Fund

- (a) From the date of promulgation of the Agreement an employee will qualify for leave in accordance with his/her years of service with an individual company as set out in the table below:

Less than 5 years completed continuous service	15 working days
5 years completed continuous service but less than 10 years	17 working days
10 years completed continuous service and longer	20 working days

- (b) The calculation and payment of annual leave will no longer be linked to 252 shifts.

5. Holiday Pay Bonus Fund (13th Cheque)

- (a) Employees will in future receive a guaranteed 13th cheque to be paid in December of every year at 4,333 weeks of annual earnings, prorated in the first year of service.
- (b) The calculation and payment of the 13th cheque will no longer be linked to 252 shifts.

6. Expenses of the Council (Levies)

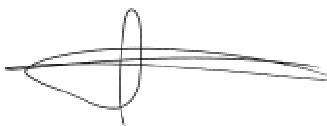
- (a) Employees in the bargaining unit to whom minimum wages are prescribed shall pay an amount equivalent to 0.4% of an employee's normal basic weekly wage as a levy to the Council. An employee's employer shall pay a like amount.
- (b) Other employees in the bargaining unit for whom minimum wages are not prescribed, but who qualify for the across the board increases as set out in paragraph 3 above shall pay an amount equivalent to 0,075% per week of an employee's normal basic weekly wage as a levy to the Council. An employee's employer shall pay a like amount.
- (c) The payment of levies shall apply to every employee referred to in (a) above including part-time employees, relief employees and employees of a temporary employment service who work one or more days per week.

7. Wellness Fund

The Wellness Fund has been extended to include a basic medical insurance for a period of 2 years at no extra cost to employers and employees. More details will be distributed at a later stage.

The gazette referred to above may be downloaded from our website . www.nbcrfi.org.za or a copy may be made available to you from your local Council office. Should you have any questions please do not hesitate to contact your designated agent.

Yours sincerely



Joe Letswalo
National Secretary