

19 January 2009

CIRCULAR TO ALL MEMBERS OF THE ROAD FREIGHT INDUSTRY.

**RE: EXTENSION OF AGENCY SHOP COLLECTIVE AGREEMENT GOVERNMENT
GAZETTE NO, 31681 DATE 12 DECEMBER 2008**

On 22 December 2008 the Minister of Labour promulgated the Agency Shop Collective Agreement for the road freight industry. This agreement requires road freight industry employers and employees who benefit from collective bargaining contribute's towards the cost thereof. These are primarily employees/employers who are not registered with the parties to the NBCRFI (National Bargaining Council for the Road Freight Industry) - that is, trade either unions or the employers' organisation.

This agreement is effective for a five-year period, coming into effect on 05 January 2009 to 28 February 2013.

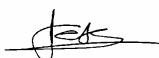
Agency Shop Contribution and levies:

The contributions towards this Agency shop for non-party employees shall be equivalent to 1% of the employees' weekly wage.

The employers' organisation will charge all operators and TES's (Temporary Employment Service) a monthly collective bargaining levy of R200.

Please refer to our website, www.nbcrfi.org.za, for a copy of the abovementioned Government Gazette.

Yours faithfully



NATIONAL SECRETARY