

23 April 2020

## TEMPORARY RELIEF MEASURES FOR INDUSTRY EMPLOYERS AND EMPLOYEES AMIDST COVID-19

*With reference to the industry circular dated 20 April 2020, kindly receive the circular with corrections on paragraph 8.*

1. Subsequent to extension of the national lockdown by the President for a further period of two weeks, commencing from 17 April 2020 to 30 April 2020, the NBCRFLI has resolved to extend some of the measures that were put in place to mitigate the negative impact of the lockdown and Covid-19.
2. The temporary relief measures will be extended for the duration of the lockdown extension period. The temporary relief measures that are extended for this period include the following:

### **Sick Leave Fund**

3. Where an employee has been quarantined as a result of testing positive for COVID-19 or self-isolated as a preventative measures, a company can claim **immediately** for Sick Leave Fund based on contributions received to date by the NBCRFLI for each employee.
4. Medical certificates are not required to accompany sick leave applications where an employee has been quarantined for 14 days. However, a written confirmation from both employer and employee including electronic communication must be submitted together with sick leave application as proof that both the employer and employee have agreed to the 14 days 'sick leave'.
5. Should an employee be quarantined for more than 14 days, a medical certificate from a medical practitioner must be submitted together with the sick leave application.

6. All documentations must be submitted through the NBCRFLI's online application process.
7. This relief is not applicable to employees employed for less than two months.

### **Holiday Pay Bonus Fund and Wellness Fund Contributions**

8. A company, which is not in operation (wholly or partly) due to the national lockdown, will not be obliged to pay contributions for non-working employees to the Holiday Pay Bonus Fund. Instead, such company will be required to contribute an amount equivalent to **2%** per week of non-working employee's normal basic weekly wage for the purposes of contribution to Wellness Fund.

### **Online Exemption Applications**

9. A company which is in distress due to not being able to operate (wholly or partly) as a result of the impact of Covid19 will be allowed to submit an online application for exemptions using at this e-mail address: [exemptions@nbcfrfi.co.za](mailto:exemptions@nbcfrfi.co.za)
10. A company applying for exemptions must be able to demonstrate that, with supporting documentations were not able to operate at all or not at full capacity due to the impact of the Covid-19.
11. Exemption applications related to the impact of Covid-19 will be prioritized and the Exemption Body will sit on a weekly basis to consider such exemption applications.

### **Short Time**

12. During the nation-wide lockdown period, clause 64 of the Main Collective related to the implementation of short time will be extended to the rest of the industry.
13. For the purposes of this Circular, short-time means a temporary reduction in the number of ordinary hours of work owing to a shortage of goods to be transported as a result of the economic impact of Covid19.

## **Suspension of the Dispute Resolution process**

The suspension of the Disputes Resolution processes will be extended for the duration of the lockdown extension period in line with the circular issued to the industry on 18 March 2020.

## **COVID 19- UIF Temporary Employer/ Employee Relief (TERS) Benefit**

The deadline for submission of documents for the UIF TERS applications, for the initial lockdown period of 26 March 2020 to 16 April 2020 is extended to **Friday, 24 April 2020**.

The date of submission for documents for the TERS applications following the extension of the lockdown period will be communicated to the industry in due course.

Kindly be advised that the Council is considering further temporary relief measures to the industry for the extended lockdown period. The details of the temporary relief measures will be communicated next week.

Should you require clarity, please contact your local Agent who will be available to assist.

Yours Faithfully

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Musa Ndlovu

National Secretary

***(This document has been sent electronically and is therefore not signed)***