



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

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The Acting Secretary
Metal and Engineering Industries Bargaining Council
P O Box 9381
Johannesburg
2000

Dear Sir/Madam

LABOUR RELATIONS ACT, 1995: ANNUAL REVIEW OF REPRESENTIVITY OF THE COUNCIL

I refer to the LRA 3.20 completed in respect of the representativeness of the Council's registered scope.

I refer to this office's annual representivity exercise which was concluded by this office on 13 April 2018.

In terms of section 49(4) a determination of the representativeness of a bargaining council in terms of this section is sufficient proof of the representativeness of the council for the year following the determination for any purpose in terms of this Act, including by the Minister in terms of sections 32(3)(b) 32(3)(c) and 32(5).

On investigating the representative position of the Council, the following Representative Determination is made:

I have satisfied myself that the parties to the council are representative in respect of the registered scope of the council and I base my findings on the following:

- The trade unions party to the council represents 163 214 (38.4%) out of 424 365 of the employees concerned.
- There is a total of 277 602 (65.4%) out of 424 365 employees who are employed by the employers' organisations party to the council falling within the registered scope of the council.

- There is a total of 3 875 (37.9%) out of 10 215 employers who are members of the employers' organisations party to the council in the registered scope of the council

I hereby issue the determination in terms of section 49(3) of the Act, which serves as sufficient proof that the parties to the council were representative on 19 April 2018 and will be regarded as representative for the following year until **30 April 2019**.

Yours faithfully



DEPUTY REGISTRAR OF LABOUR RELATIONS

DATE: 19 April 2018

MEMBERSHIP VERIFICATION REPORT @ 2018

Organisation	Total Employers	Total Employees
CEO	479	10 455
NEASA	1 653	52 574
PCA	426	32 292
SAEFA	280	17 350
SEIFSA ASSOCIATIONS		
AECMSA	7	2 675
AMSC	15	6 598
CEA	217	59 125
CEFA	117	8 819
ECEAIA	27	2 615
EEAIA	142	14 746
EMASA	10	2 935
GATE & FENCE	10	784
HATMA	5	206
ISPA	13	15 984
KZNEIA	108	15 824
LEA	12	1 419
LEIA	261	24 931
NFMIA	10	1 872
PEMA	9	553
PLUMBERS	2	1 093
RAMSA	11	782
SAEPIA	5	322
SAPMA	6	1 115
SARACCA	26	1 258
SARCEA	10	303
SAVAMA	14	972
	3 875	277 602

	Total Trade Union Membership
MEWUSA	7 358
NUMSA	118 394
SAEWA	4 667
SOLIDARITY	20 425
UASA	12 370
	163 214

Total Number of Employees in the Scope of the Council: 424,365

Total Number of Employers in the Scope of the Council: 10,215

MEIBC MEMBERSHIP VERIFICATION 2018 PARTY EMPLOYERS

ER	EE Scheduled	EE Non Scheduled	Total	Notes
1 037	115 452	49 479	164 931	Non Scheduled Employees are as per 26% of the Associations submissions
479	7 697	2 758	10 455	Assumed a weighted average of 26.38% of the non-scheduled Members*
1 653	38 705	13 869	52 574	Assumed a weighted average of 26.38% of the non-scheduled Members*
426	23 773	8 519	32 292	Assumed a weighted average of 26.38% of the non-scheduled Members*
280	12 145	5 205	17 350	Non scheduled employees are as per 30% of the Association submission
3 875	197 772	79 830	277 602	* Weighted average calculated on SEIFSA and SAEFA non scheduled employees percentages
6 340	108 047	38 716	146 763	Assumed a weighted average of 26.38% of the non-scheduled Members*
10 215	305 819	118 546	424 365	

Subtotal

Non Parties Employers

Grand Total

Percentage of Representativity of Parties to the Council

SEIFSA	58%	62%	59%
CEO	4%	3%	4%
NEASA	20%	17%	19%
PCA	11%	11%	12%
SAEFA	6%	7%	6%
100%	100%	100%	100%

Percentage of Representativity of Employer Parties to the Council of All Employees within the scope of the Council

65.4%

Percentage of Representativity of Party Employers to all Employers within the scope of the Council

37.9%

Percentage of Representativity of Trade Unions to the Council of Scheduled and Non-Scheduled Employees employed by All Employers within the scope of the Council

MEIBC MEMBERSHIP VERIFICATION 2018 PARTY TRADE UNIONS

TRADE UNION	TOTAL MEMBERSHIP	HOUSE AGREEMENTS*	MAIN AGREEMENT
MEWUSA	7 358	12	7 346
NUMSA	118 394	4 979	113 415
SAEWA	4 667	1 050	3 617
SOLIDARITY	20 425	1 441	18 984
UASA	12 370	407	11 963
	163 214	7 889	155 325

Percentage of Representativity of Trade Unions to the Council of Scheduled Employees employed by the Employer Parties to the Council	83%	79%
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Percentage of Representativity of Trade Unions to the Council of Scheduled Employees employed by All Employers within the scope of the Council	53%	51%
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Percentage of Representativity of Trade Unions to the Council of Scheduled and Non-Scheduled Employees employed by All Employers within the scope of the Council	38,46%	
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*** House Agreement figures exclude trade union membership in the PNF House Agreement**