



## NATIONAL UNION OF MINEWORKERS

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### HEAD OFFICE

**TO** : METAL INDUSRY AND ENGINEERING BARGAINING COUNCIL (MEIBC)

**ATT** : GENERAL SECRETARY

**DATE** : 25 March 2024

**RE** : ANNEXURE "E" DEMANDS

Dear Mr Nduna,

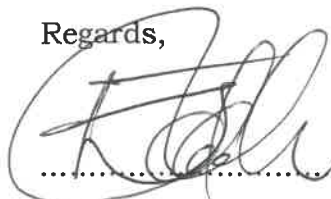
In terms of Annexure (E) clause 2 (a) find our below written proposal/demands

<b>1. Wages</b>          <b>Duration</b>	<i>Year 1</i> R25 (per hour) – Grade/s - H,G,F,E,DD,D R10 (per hour) – Grade A , C,B,AB and AA <i>Year 2</i> R20 (per hour) – Grades /s - H, G,F,E,DD,D R10 per hour – Grade/s - A , C,B,AB, and AA  2 years (2024 – 2026)
<b>2. Industry Medical Aid/Insurance</b>	Industry Medical aid or Health Insurance - 100% for exposed workers (chemicals , dust, heat) - 80% , 20% for others worker
<b>3. Transport Allowance</b>	Provide and pay 100% outside normal shift/ unusual time The shifts that are outside public transport availability (e.g. knocking off at 8:00 PM or 10:00)
<b>4. Overtime</b>	Double pay
<b>5. - Layoff</b> - <b>Short Time</b>	5 hour pay , sent home during lay-off  To amend the agreement to include supporting document (e.g. Order book & Financial) during short-time consultations
<b>6. Leaves</b> - Family - Annual	10 days 4 weeks

- President: Daniel Balepile • Deputy President: Phillip Vilakazi • Treasurer General: Helen Diatile
- General Secretary: Makgabo William Mabapa • Deputy General Secretary: Mpho Edwin Phakedi

<b>7. Shift Allowance</b>	Morning -10% Afternoon -15%, Night - 25%
<b>8. Service Allowance</b>	5 years - R5000 ,  10 years - R10 000,  15 years - R15 000
<b>9. Leave Enhancement Pay (LEP)</b>	Formula – weekly wage x 52 x 15% x number of shifts divide by 234 <ul style="list-style-type: none"> <li>- Sick, Annual, family and maternity leaves should not affect LEP calculation.</li> <li>- To be pay to the Council monthly and Council to pay it to workers</li> </ul>
<b>10. Industry Housing Provision</b>	<ul style="list-style-type: none"> <li>- MIBFA to invest in building houses from industry workers</li> <li>- R2500 Housing allowance to be provided by employers</li> </ul>
<b>11. MEIBC Scope</b>	<ul style="list-style-type: none"> <li>- Collection of scrap metal, iron &amp; steel for recycling</li> <li>- Quality Controllers and stores/warehouses</li> </ul>
<b>12. Severance pay</b>	2 weeks
<b>13. Exemptions Applications</b>	Employers must not be allowed to apply no than once

Regards,



Mpho Phakedi

**Deputy General Secretary**