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SA ENGINEERS AND
FOUNDERS ASSOCIATION

20 March 2024

Mr. Sicelo Nduna
General Secretary: Metal and Engineering Industries Bargaining Council
PO Box 9381
Johannesburg
2000

Dear Sir,

This letter hereby serves to notify you of our position with regards to negotiations in respect of the MEIBC Consolidated Collective Main Agreement (the “Main Agreement”).

At a meeting of our members on 12 March 2024, the mandate given by the members was to initiate negotiations by submitting the proposals detailed hereunder, in terms of item 2(a) of Annexure E of the MEIBC Constitution:

1. To continue to negotiate clauses 1 and 3 of Part II of the Main Agreement, labelled “Wages and Earnings” and “Wage Tables” respectively, in order to provide for a new entrant wage structure, applicable to new employees employed at businesses registered with the Metal and Engineering Industries Bargaining Council.
2. To continue to negotiate clauses 1 and 3 of Part II of the Main Agreement, labelled “Wages and Earnings” and “Wage Tables” respectively, in order to provide for wage increases agreed upon to be awarded on minimum rates of pay.
3. To continue to negotiate clause 2 of Part I of the Main Agreement, labelled “Period of Operation of Agreement” and any other applicable clause in order to provide for a three-year agreement.
4. To continue to negotiate clause 23 of Part I of the Main Agreement, labelled “Exemptions”, in order to provide for a new, revamped and effective exemptions policy.
5. To continue to negotiate clause 37 of Part I of the Main Agreement, labelled “Levels of Bargaining in the Industry” and also to include the words “...and all matters of mutual interest...” to the current Section 37(5) wording.



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6. To continue to negotiate clauses 12 and 14 of Part I of the Main Agreement, labelled “Leave Pay” and “Leave Enhancement Pay (L.E.P)” respectively, in order to provide that only shifts *actually worked* qualify for purposes of calculating Leave Enhancement Pay.
7. To continue to negotiate clause 13 of Part I of the Main Agreement, labelled “Additional Paid Leave” in order for it to not be applicable to new entrants.

I trust that you find the above in order.

Yours sincerely,

Gordon Angus
SAEFA Executive Director