

CIRCULAR

**Kindly place on your staff notice board
for the attention of your employees**

26 June 2008

Attn: General Manager

MAIN AGREEMENT WAGE RATES FOR THE PERIOD 1 JULY 2008 TO 30 JUNE 2009

In view of the high level of the inflation rate and the level at which wage settlements are taking place in other industries the parties have agreed to adjust the wage increase by 10.4% (April CPIX) across the board. The new table is set out hereunder.

Increases and new wage rates for the period 1 July 2008 to 30 June 2009

Rate	Current Minimum Wage Rate	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates	New Minimum Wage Rates
	Rc	%	Rc	Rc
A	35.25	10.4%	3.67	38.92
AA(6)	33.36	10.4%	3.47	36.83
AA(start)	31.61	10.4%	3.29	34.90
AB	29.92	10.4%	3.11	33.03
B	28.35	10.4%	2.95	31.30
C	27.05	10.4%	2.81	29.86
D	26.26	10.4%	2.73	28.99
DD	24.13	10.4%	2.51	26.64
DDD	22.86	10.4%	2.38	25.24
E	21.64	10.4%	2.25	23.89
F	20.53	10.4%	2.14	22.67
G	19.40	10.4%	2.02	21.42
H	18.37	10.4%	1.91	20.28
Whichever is the greater personal increase				

The increases may be set-off against any interim increases granted on or after 1 July 2008.

Please note that any employee earning more than the specified minimum must receive the specified percentage increase on the actual amount for a particular grade.

Any of the other subsidiary wage schedules are available on our website (www.meibc.co.za) or from your Regional Council office.

The Minister of Labour will be requested to make the increases binding on all employers and scheduled employees with effect from 1 July 2008.

A copy of this circular must be given to your wage department and a copy should be placed on your notice board for the information of your employees.

Please note that the deadline for wage exemption applications is 31 July 2008. Should you require any further information, please contact your Regional Council.

Alistair Smith
Chief Executive Officer

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Midland Region
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Free State &
Northern Cape Region
PO Box 30095
Moreskof 9462

Centre for Dispute
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PO Box 9381
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SCHEDULE OF WAGE INCREASES EFFECTIVE FROM 1 JULY 2008

1. General Wage Increases

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
A	35.25	10.4%	3.67	38.92
AA(6)	33.36	10.4%	3.47	36.83
AA(start)	31.61	10.4%	3.29	34.90
AB	29.92	10.4%	3.11	33.03
B	28.35	10.4%	2.95	31.30
C	27.05	10.4%	2.81	29.86
D	26.26	10.4%	2.73	28.99
DD	24.13	10.4%	2.51	26.64
DDD	22.86	10.4%	2.38	25.24
E	21.64	10.4%	2.25	23.89
F	20.53	10.4%	2.14	22.67
G	19.40	10.4%	2.02	21.42
H	18.37	10.4%	1.91	20.28
Whichever is the greater personal increase				

2. Electric Cable (Schedule F)

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
Rate Z	35.25	10.4%	3.67	38.92
Rate Y	27.54	10.4%	2.86	30.40
Group IX	25.95	10.4%	2.70	28.65
VIII	25.10	10.4%	2.61	27.71
VII	24.15	10.4%	2.51	26.66
VI	23.27	10.4%	2.42	25.69
V	22.37	10.4%	2.33	24.70
IV	21.49	10.4%	2.23	23.72
III	20.89	10.4%	2.17	23.06
II	20.12	10.4%	2.09	22.21
I	19.48	10.4%	2.03	21.51
Whichever is the greater personal increase				

3. Structural engineering

Rate	Current Minimum Wage Rate R c	Increase on Actuals and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
5	35.25	10.4%	3.67	38.92
4	31.91	10.4%	3.32	35.23
3	27.23	10.4%	2.83	30.06
2	22.17	10.4%	2.31	24.48
1	18.37	10.4%	1.91	20.28
1(a)	15.15	10.4%	1.58	16.73

Whichever is the greater personal increase

4. Apprentices

Year	Current Minimum Wage Rate per Week	Increase on Actual Rates	Weekly Increase on Minimum Rates	New Minimum Weekly Wage Rates
First Year	R 697	10.4%	R 72	R 769
Second Year	R 768	10.4%	R 80	R 848
Third Year	R 916	10.4%	R 95	R 1,011
Fourth Year	R 1,356	10.4%	R 141	R 1,497

Whichever is the greater personal increase

5. Five Grade Schedule

Grade	Current Minimum Wage Rate R c	Increase on Actual and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
5	35.25	10.4%	3.67	38.92
4	30.36	10.4%	3.16	33.52
3	26.14	10.4%	2.72	28.86
2	22.51	10.4%	2.34	24.85
1	19.39	10.4%	2.02	21.41

Whichever is the greater personal increase

6. Vehicle Drivers

Rate	Main Agreement Symbol	Current Wage Rate R c	Increase on Actual and Scheduled Rates	Increase on Scheduled rates R c	New Minimum Wage Rates R c
Forklift drivers	F	20.53	10.4%	2.14	22.67
Code 08	E	21.64	10.4%	2.25	23.89
Codes 10 & 11	DD	24.13	10.4%	2.51	26.64
Codes 13 & 14	C	27.05	10.4%	2.81	29.86

Whichever is the greater personal increase

7. Gate and Fence Manufacturing (Division D/7)

Rate	Current Minimum Wage Rate R c	Increase on Actual and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
B	18.42	10.4%	1.92	20.34
C	17.72	10.4%	1.84	19.56
D	17.35	10.4%	1.80	19.15
DDD	17.24	10.4%	1.79	19.03
E	17.21	10.4%	1.79	19.00
F	16.42	10.4%	1.71	18.13
G	15.53	10.4%	1.62	17.15
H	13.79	10.4%	1.43	15.22
Whichever is the greater personal increase				

8. Annexure H: Special Provisions Related to Construction Sites

Grade	Current Minimum Wage Rate R c	Increase on Actual and Scheduled Wage Rates	Increase on Scheduled Wage Rates R c	New Minimum Wage Rates R c
5	35.25	10.4%	3.67	38.92
4	31.91	10.4%	3.32	35.23
3	27.23	10.4%	2.83	30.06
2	22.17	10.4%	2.31	24.48
2(a)	18.22	10.4%	1.89	20.11
1	11.24	10.4%	1.17	12.41
1(a)	10.16	10.4%	1.06	11.22
Whichever is the greater personal increase				