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

CIRCULAR NO: 2019/4

Thursday, 08 August 2019

To: Members of the Employer Associations and Trade Union listed hereunder:

**Association of Electrical Cable Manufacturers of South Africa
Association of Metal Service Centres of South Africa
Cape Engineers' and Founders Association
Constructional Engineering Association (South Africa)
Electrical Engineering and Allied Industries' Association
Electrical Manufacturers' Association of South Africa (EMASA)
Gate and Fence Association
Hand Tool Manufacturers' Association (HATMA)
KwaZulu-Natal Engineering Industries' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries' Association of South Africa
Non-ferrous Metal Industries Association of South Africa
Eastern Cape Engineering and Allied Industries Association
Pressure Equipment Manufacturers' Association of South Africa
Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
S.A. Electro- Plating Industries' Association
S.A. Refrigeration and Air Conditioning Contractors' Association (SARACCA)
S.A. Pump Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association (SARCEA)
S.A. Valve and Actuator Manufacturers' Association (SAVAMA)
National Employers Association of South Africa (Neasa)
South African Engineers and Founders Association (Saefa)
Plastic Converters Association of South Africa (PCASA)
Consolidated Employers Organisation (CEO)
National Union of Metalworkers of South Africa (Numsa)
United Association of South Africa (UASA - The Union)
Metal and Electrical Workers Union of South Africa (Mewusa)
Solidarity/Solidariteit
South African Equity Workers Association (Saewa); as well as
Regional Managers
Senior Agents
Mibfa CEO**

Cape Town Office 1401 14 th Floor Golden Acre Adderly Street	Dispute Resolution PO Box 9381 Johannesburg 2000	East London / Boarder PO Box 13162 Vincent, 5217	Gauteng Regional Office PO Box 9381 Johannesburg, 2000	George 2 nd Floor Eagles View Building 5 Progress Street	KwaZulu Natal P.O. Box 5900 Durban, 4000	Port Elizabeth/ Midlands P.O. Box 12848 Centrahill, 6006	Richards Bay P.O. Box 1563 Richards Bay, 3900	Tshwane P.O. Box 570 Pretoria, 0001	Welkom P.O. Box 30095 Moreskof, 9462	Witbank P.O. Box 3787 Witbank, 1035
L: 021 421 6140 F: 086 636 8696	L: 011 834 4660 F: 086 636 8699	L: 043 743 7790 F: 086 636 8691	L: 011 639 8000 F: 086 636 8689	L: 044 873 3200 F: 044 873 3212	L: 031 305 4761 F: 086 636 8693	L: 041 586 1542 F: 086 636 8694	L: 035 789 2084 F: 086 636 8698	L: 012 407 3700 F: 086 648 3582	L: 057 352 4142 F: 057 352 5093 /086 636 8697	L: 013 658 9400 F: 086 636 8695

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INCREASE IN LEVY IN RESPECT OF DISPUTE RESOLUTION COLLECTIVE AGREEMENT

On the 21 July 2017, the Management Committee (Manco) adopted the Dispute Resolution Collective Agreement.

The parties to this agreement are the Association of Electrical Cable Manufacturers of South Africa, Association of Metal Service Centre of South Africa, Cape Engineers' and Founders' Association, Constructional Engineering Association (South Africa), Electrical Engineering and Allied Industries' Association, Electrical Manufacturers' Association of South Africa (EMASA), Gate and Fence Association, Hand Tool Manufacturers' Association (HATMA), Iron and Steel Producers' Association South Africa, KwaZulu-Natal Engineering Industries' Association, Lift Engineering Association of South Africa, Light Engineering Industries' Association of South Africa, Non-ferrous Metal Industries Association of South Africa, Eastern Cape Engineering and Allied Industries Association, Pressure Equipment Manufacturers' Association of South Africa, Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association, S.A. Electro-Plating Industries' Association, S.A. Refrigeration and Air Conditioning Contractors' Association (SARACCA), S.A. Pump Manufacturers' Association, S.A. Reinforced Concrete Engineers' Association (SARCEA), S.A. Valve and Actuator Manufacturers' Association (SAVAMA), National Employers Association of South Africa (Neasa), South African Engineers and Founders Association (Saefa), Consolidated Employers Organisation (CEO), Plastic Converters Association of South Africa (PCASA) and Trade Unions, National Union of Metalworkers of South African (NUMSA), Solidarity/Solidariteit, United Association of South Africa (UASA- The union), Metal and Electrical Workers Union of South Africa (Mewusa) and the South African Equity Workers Association (SAEWA).

In terms of the said agreement the levy with effect from the 1 August 2018 was a follows:

R0.74 per week per employee with the employer making a matching contribution.

or

R3.22 per month per employee with the employer making a matching contribution.

In clause 5(2)(c) of the said agreement, provision is made for these levies to further increase in the second and third year by the respective year on year inflation rate as at December of the previous year.

The year on year inflation rate as determined by Stats SA for December 2018 was 4.7%

In terms of the above, the dispute levy will increase by 4.7% with effect from 1 August 2019 as follows:

R0.77 per week per employee with the employer making a matching contribution (previously R 0.74).

or

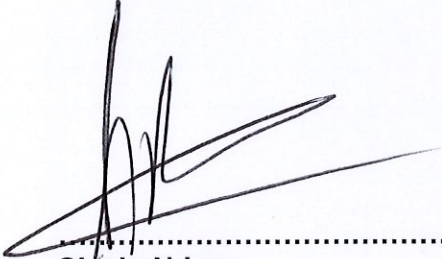
R 3.37 per month per employee with the employer making a matching contribution (previously R 3.22)

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The increase is binding on all employees (scheduled and non-scheduled) and employers who are members of all the Trade Unions and all the Employer Associations as listed above.

Thank you for your cooperation

Yours Sincerely

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

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Sicelo Nduna
Chief Executive Officer (Council Secretary)