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INDUSTRY CIRCULAR

To : All Council Annual General Meeting (AGM) Members,
: All Metal and Engineering Industries Employers and Employees, Council Regional
Managers, Agents and Mr. Jacques Calomiti (MIBFA)

From : Office of the Council Secretary

Date : Wednesday, September 6, 2023

Subject : Lift Industry Wage Settlement Agreement 1 July 2023 - 30 June 2024

Circular No : 2023/04

Dear Members

At the MANCO meeting held on 05 September 2023 the delegates considered the adoption of the Lift Industry Wage Settlement Agreement for the Metal Industries as an agreement of the MEIBC. The adoption of the agreement was limited to a Section 31 vote and upon reaching the required majority the agreement will only bind parties to the agreement from 01 July 2023 to 30 June 2024.

Prior to putting the question to the delegates, the Vice President embarked upon a process to ensure parity is observed. It was established that the delegates on Employer's side eligible to vote were 11 and on the Labour's side were 9. Both CEO and NEASA agreed to reduce their number of eligible votes by one each.

To give effect to the parity principle required by the MEIBC Constitution the individual eligible votes was recorded as follows: PCASA, LEIA, NEASA (4), KZNEIA, CEO and CEA.

The Vice President requested that the Employer representatives eligible to vote to raise their hand when voting in favour of the adoption of the Lift Industry Wage Settlement Agreement.

Cape Town Office 1401 14 th Floor Golden Acre Adderly Street	Dispute Resolution P.O. Box 9381 Johannesburg 2000	East London / Boarder P.O. Box 13162 Vincent, 5217	Gauteng Regional Office P.O. 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

The Employer Organisations voting on behalf of - PCASA (Johan Pieterse), LEIA (Lucio Trentini), NEASA (Grant Hermann, Gerrit Fyver, Lianne Viljoen, Joanne Williams), KZNEIA (Kylie Griffin), CEO (Jaundre Kruger) and CEA (Anthony Boy) voted in favour of the adoption of the Lift Industry Wage Settlement Agreement. None of the delegates who are eligible to vote abstained.

The Vice President requested that the Trade Union representatives who are eligible to vote to raise their hands when voting in favour of the adoption of the Lift Industry Wage Settlement Agreement.

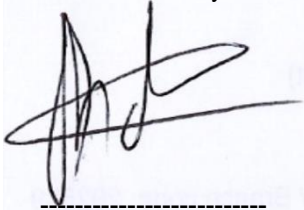
To give effect to the parity principle required by the MEIBC Constitution the individual eligible votes were recorded as follows: NUMSA (4), Solidarity, UASA, MEWUSA, NUM and SAEWA.

The Trade Unions voting on behalf of - NUMSA (Victor Radebe, Pholo Sebotsa, Tshepo Mokhele, Henry Myende), Solidarity (Jannem Goussard), UASA (Rick Grobler), MEWUSA (Peter Madigoe), NUM (Mawonga Madolo) and SAEWA (Trevor Lejoane) voted in favour of the adoption of the Lift Industry Wage Settlement Agreement.

The Parties **ADOPTED** the Lift Industry Wage Settlement Agreement concluded in the Metal and Engineering Industries Bargaining Council in terms of clause 10(3) of the MEIBC constitution which bind parties to the agreement from 01 July 2023 to 30 June 2024.

PS: The agreement can be viewed on the council's website: www.meibc.co.za

Yours Sincerely

A handwritten signature in black ink, appearing to be 'Sicelo Nduna', written over a horizontal dashed line.

Sicelo Nduna
Council Secretary