



N.B.C.E.I.
National Bargaining Council For The
Electrical Industry Of South Africa

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15 January 2021

TO ALL EMPLOYERS AND EMPLOYEES IN THE ELECTRICAL CONTRACTING INDUSTRY

Dear Sir/ Madam

COVID 19

COVID 19 has resulted in untold misery and hardships to many families, employees and businesses across South Africa and abroad.

In the face of this deadly storm individuals and society as a whole have had to adapt to the way they go about their normal lives and in the workplace.

The Council would like to express its sincere condolences to anyone who has had untold hardships and or has lost a loved one, including the family of Amitha Magerman (a Council agent) who sadly succumbed to the virus recently.

COLLECTIVE BARGAINING LEVY (CBL) INCREASES EFFECTIVE FROM THE 01 MARCH 2021

The Collective Bargaining Levy (CBL) is payable by all **non-party employers** (Non Electrical Contractors Association (ECA) members) and **non-party trade union employees** (All non-South African Equity Workers Association (SAEWA) members).

Please be advised that the new Collective Bargaining Levy Agreement was published with effect from 01 March 2020 **for the period 01 March 2020 to 28 February 2023.**

In terms of this agreement the Collective Bargaining Levy (CBL) will be increased **from the 01 March 2021** as follows:

- All scheduled **non-party trade union** (non SAEWA members) **employees** will pay **R12.50 per week** from 01 March 2021 until the 28 February 2022.
- All **non – party employers** (non ECA members) will pay **R12.29 per week** per scheduled employee, from 01 March 2021 until the 28 February 2022, calculated on the proportionate increased amount per week equal to the ECA labour levy annual percentage increase.
- The Collective Bargaining Levy (CBL) will be increased in each subsequent year and firms will be advised timeously of these increases.

The Council will be billing all firms and employees in terms of the above, so kindly ensure that the firm amends its monthly payments to the Council accordingly.

01 MAY 2021 WAGE INCREASES

Please be reminded that the parties to the Council have agreed that the wage increases **for the period 01 May 2021 to 31 January 2022** will be increased as follows:

- General Assistants, Electrical Assistants, Drivers up to a maximum mass of 3500 kg in the following areas only (Area F, G, H, I, M, and O), Storeman, and Elconop 1's earning the **prescribed minimum wage rate** shall receive a wage increase of not less than four percent (4%).
- **All other** categories earning the **prescribed minimum wage rate** shall receive a wage increase of not less than three point two percent (3.2%).
- **ALL** employees earning **in excess of the prescribed minimum wages** shall receive an increase no less than three point two percent (3.2%).

The new **2021 wage schedules** for the four Council Regions will be distributed to firms in due course.

OFFSET

The guaranteed minimum wage increases referred to above, shall be subject to the provision that any wage increases granted on or after 1 January 2021 may be off-set by the employer when calculating the guaranteed minimum increase.

ALLOWANCES EFFECTIVE FROM THE 01 MAY 2021

Transport Allowance

The transport allowance referred to in Clause 1(1) (b) of Part 11 of the Council's collective agreement, will from the 01 May 2021, be increased to **R3.64 per kilometre** from R3.53 per kilometre. This increase is equal to **three point two percent (3.2%)**.

Subsistence Allowance

The subsistence allowance referred to in Clause 1(1) (e) (ii) of Part 11 of the Council's collective agreement, will from the 01 May 2021, be increased to **R146.04 per night** from R141.51 per night. This increase is equal to **three point two percent (3.2%)**.

Stand – by allowance

The stand by allowance referred to in Clause 1(2) of Part 11 of the Council's collective agreement, will from the 01 May 2021, be increased to **R95.75 per shift** from R92.78 per shift. This increase is equal to **three point two percent (3.2%)**.

OTHER AMENDMENTS – CLAUSE 16(2)(a) OF PART I – ANNUAL LEAVE AND ANNUAL SHUTDOWN

Please be advised that Clause 16(2)(a) of Part 1 of the Council's Main Collective Agreement has been reworded and will read as follows when the amendments are published by the Minister of Labour.

"He shall pay his employees, prior to the date of the annual shutdown, the full amount of leave pay due to such employees in terms of this Agreement."

NEW NATIONAL OFFICE AND REGION A1 ADDRESS

Please be reminded that the NEW National and Region A1 office physical and postal address is the following:
122 Queen Street, Kensington, Johannesburg, 2094 and PO BOX 31402, Braamfontein, 2017.

Note: The office telephone numbers for the national office (and the Region A1 office) remains the same.

NEW YEAR WISHES

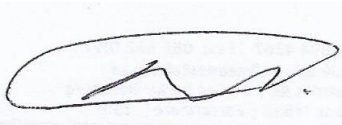
Despite all the adversity there is promise that society can and will return to some level of normality in the foreseeable future.

To be happy is not to have a sky without a storm and work without fatigue. To be happy is to find strength in forgiveness, hope in life's challenges and safety when confronted with fear. Never give up on happiness, for life is an incredible gift.

Council would like to take this opportunity to wish the industry a safe year and trust that 2021 will be a year of hope and a positive turnaround for all.

FOR AND ON BEHALF OF THE COUNCIL

Yours faithfully



Deon Van Deventer
Acting General Secretary



Mark Mfikoe
Acting General Secretary