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CIRCULAR

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

12 October 2016

**To: All Employers
All Trade Unions
All Party Principals
All Regional Managers
All Senior Agents
All Agents**

DECLARATION OF AN ADDITIONAL PUBLIC HOLIDAY ON TUESDAY 27/12/2016

In terms of Section 2A of the Public Holidays Act, Tuesday 27/12/2016 has been declared as a public holiday.

This is due to the fact that this year workers in the country will only have 11 public holidays instead of 12 because the 25th of December 2016 (Christmas Day) falls on a Sunday.

According to Section 2(1) of the Public Holidays Act, 1994 “whenever a public holiday falls on a Sunday, the following Monday shall be a public holiday”. However, this year the Monday following the 25th of December 2016 is another public holiday being 26 December 2016, Day of Goodwill. This has resulted in the two public holidays overlapping.

The declaration of the 27th December 2016 as a public holiday will ensure that workers are not unduly disadvantaged because of this unusual event and are entitled to their 12 paid public holidays

PAYMENT FOR PUBLIC HOLIDAY

In Accordance with the Clause 11 of the consolidated Main Agreement, the following provisions for payment to employees for public holidays apply:-

- 1) If an employee DOES NOT work on a public holiday, which is otherwise an ordinary working day (including periods of short time and lay-offs), he/she shall be paid at his/her ordinary rate for the ordinary hours of that day of the week
- 2) If an employee WORKS on a public holiday, which is otherwise an ordinary working day, he/she shall be paid at his/her ordinary rate for the ordinary hours of that day of the week plus 1.33 times the hourly rate. Hours worked beyond the ordinary hours shall be paid an additional 2.5 times the ordinary hourly rate

Cape Region
PO Box 6096
Roggebaai 8012

Border Region
PO Box 13162
Vincent 5217

KwaZulu-Natal Region
PO Box 5900
Durban 4000

Midland Region
PO Box 12848
Centrahill 6006

Gauteng Region
PO Box 3998
Johannesburg 2000

Free State &
Northern Cape Region
PO Box 30095
Moreskof 9462

Centre for Dispute
Resolution
PO Box 9381
Johannesburg 2000

Tel: 021 421 6140
Fax: 086 636 8696

Tel: 043 743 7790
Fax: 086 636 8691

Tel: 031 305 4761
Fax: 086 636 8693

Tel: 041 586 1542
Fax: 086 636 8694

Tel: 011 639 8000
Fax: 086 636 8689

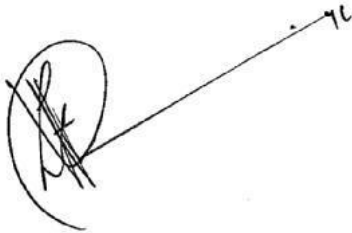
Tel: 057 352 4142
Fax: 086 636 8697

Tel: 011 834 4660
Fax: 086 636 8699

- 3) Where an employees is involved in shift work, of which part of the shift is worked on a public holiday, that employees must be granted leave on the shift prior to or subsequent to the public holiday. In such cases, the employee is paid according to the provisions outlined in item 1 above.

The MEIBC Consolidated Main Agreement can be downloaded from our website www.meibc.co.za

Yours sincerely

A handwritten signature in black ink, consisting of a large, stylized 'T' and 'M' intertwined, with a long horizontal line extending to the right.

Thulani Mthiyane
General Secretary