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## REFUND OF COLLECTIVE BARGAINING (CBL)

The MEIBC is hereby requesting that the industry collectively notify their members that they should stop deducting Collective Bargaining Levy (CBL) from their employees and if they have been paying this levy, they must also stop paying the levy.

We have established a procedure whereby employers and employees may get a refund of all monies that were contributed. All claim forms can be obtained from the MEIBC and MIBFA offices. The MEIBC and MIBFA have amended all forms to exclude CBL contributions.

We have been informed that individuals or organisations are engaging in illicit activities to obtain a refund of the CBL monies. We are discouraging all members within the industry to abstain from these illicit activities.

We are continuously engaging with companies and employees to advise them to stop paying over the CBL monies. This is an ongoing campaign, we will endeavour to ensure that every employee and employer is to be refunded all monies due to them.

We are discouraging any individual or organisation that is charging a fee to gain a refund on behalf of employers and employees. This is a free service, and we are implementing stricter measures to ensure that such activities will no longer take place. Employers are not obliged to take membership of any organisation to be refunded their and their employees CBL.

Cape Region Cape Town	Border Region East London	KwaZulu-Natal Region Durban	Midland Region Port Elizabeth	Free State & Northern Cape Region Welkom	Gauteng Region Johannesburg	Tshwane Office Pretoria	George Office George	Mpumalanga Office Witbank	Richards Bay Office Richards Bay	Centre for Dispute Resolution Johannesburg
Tel: 021 421 6140	043 743 7790	031 305 4761	041 586 1542	057 352 4142	011 639 8000	012 320 2566	044 873 3200	013 656 6336	035 789 2084	011 834 4660
Fax: 086 636 8696	086 636 8691	086 636 8693	086 636 8694	086 636 8697	086 636 8689	086 648 3582	086 675 4454	086 636 8695	086 636 8698	086 636 8699

We appeal to all employers who claim this money on behalf of their employees to ensure that the money is refunded to all those employees who qualify for a refund. Should you have any queries or require assistance please feel free to visit our website and/or email HLONI MASUBELELE [hlonim@meibc.co.za](mailto:hlonim@meibc.co.za), [thulanim@meibc.co.za](mailto:thulanim@meibc.co.za), [humphreym@meibc.co.za](mailto:humphreym@meibc.co.za)

In conclusion, we are encouraging both employers and employees to exercise their freedom of association without fear or duress. Employers or employees should join an organisation of their choice that will not only be a voice for their interests but will be supportive to the very essence of what Centralised Collective Bargaining stands for. Which is to advance and promote the interest of both employers and employees in the industry.

Both employers and employees should engage with their respective organisation's to establish whether their needs and interest are being heard. This engagement is healthy to the development of Centralised Collective Bargaining. Whether an individual is a non-member to a trade union or a non-party, your needs and interests are the make-up of what our Constitution of South Africa is built upon.

MEIBC not only wants employers business to grow but we wish that many unemployed individuals become employed as a result of growth in the industry, this can only be achieved when both employers and employee organisations work together. Let Centralised Collective Bargaining be an extension of a non-racial and democratic South Africa

MEIBC together with our legal team, in an effort to concentrate on serving the industry have decided not to argue or debate with people who demand (by using the constitution even though most of time we differ with them) postponements of meetings and interference with our circular to the industry. We are all aware of their objectives we hope by postponing of council's meetings and amending of circulars will make them change their position and support extension of industry agreements, after we have followed all their suggestions and recommendation.

ISSUED BY MEIBC