

Wednesday, 24 February 2016

## MEMORANDUM TO INDUSTRY

Dear Employers, Employees and Stakeholders

You may be aware, concerned and/or have heard rumors that the Bargaining Council is in financial difficulties and/ or is supposedly on the brink of financial collapse.

In response, I wish to assure you that whilst we are undoubtedly faced with unprecedented financial challenges, largely brought about by the delay last year (by four months) of the renewal of the Administration and Expenses Levy and Dispute Resolution Levy Agreement – my Executive Management Team, Stakeholders and I are working very hard in ensuring that this Council will not default on its commitment to delivering the vast array of services to industry and more importantly, we are working hard at looking at all viable avenues in ensuring that the difficulties we are faced with are in the first instance arrested and secondly and more importantly, plans are urgently put in place to ensure the future sustainability, stability and certainly of this proud institution.

Whilst the challenges we face are real and the business and economic climate around us not at all conducive to the nature of the discussions that are currently underway, this bargaining council like many employers and employees in industry has no choice but to respond to the business environment that we are part of in a manner that best meets the expectations of our stakeholders.

I reassure you, financial collapse and/or closure is not on the cards. We will continue to work very closely with all our stakeholders until we are satisfied that whatever plan is agreed meets our primary mandate and more importantly, the expectations of our respective stakeholders.

The Metal and Engineering Industries Bargaining Council has a proud history and proven track record of facing up to and dealing with challenges. This is yet again another key test and I remain confident that with the support of my Executive Team and key stakeholder we will come through this.

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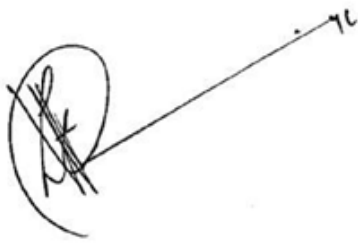
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A handwritten signature in black ink, consisting of a large, stylized letter 'M' with a vertical line through it, and a long horizontal line extending to the right.

**Thulani Mthiyane**  
**General Secretary**