

National Office

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PLASTIC NEGOTIATING FORUM (PNF) CIRCULAR NO: 2019/ 3

22 July 2019

To: All Members of the PCASA, NEASA, CEFA, SAEFA, KZNEIA and CEO
All Solidarity Representatives
All Regional Council Managers
All Council Agents
Mr. Jacques Calomiti (MIBFA)
Mr. Afzul Soobedaar (MEIBC Administrator)

RE: WAGE SETTLEMENT BETWEEN PCASA, NEASA, CEFA, KZNEIA, CEO AND SOLIDARITY: WAGE INCREASES FOR THE PERIOD OF 01 JULY 2019 TO JUNE 2020.

A four year Settlement Agreement for the period of 01 July 2017 to June 2021 was signed by the following Employer Associations:

- Plastic Converters Association of South Africa (PCASA)
- National Employers Association of South Africa (NEASA)
- Cape Engineering and Founders Association (CEFA)
- South African Engineers and Founders Association (SAEFA)
- KwaZulu Natal Engineering Industries Association (KZNEIA)
- Consolidated Employers Organisation (CEO)

together with Solidarity at the offices of the Metal and Engineering Industries Bargaining Council on 17 May 2017.

With reference to clause 33D of the Plastic Collective Agreement, which read "*for the period 1 July 2019 to 30 June 2020 an across the board increase on the wage schedule equal to the year on year CPI March figure published in April 2019 provided that CPI remains within 6% - 10%. However should the published CPI headline figure be below 6% at that stage the increase on the wage schedule will be 6% and should the published CPI headline figure at that stage be above 10% the increase on the wage schedule will be 10%.*"

In terms of the above the headline CPI figure for March 2019 as published in Government Gazette No. 42 431 (Gov. Notice. 253) of 03 May 2019 is 4.5%.

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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

Therefore the increase on the wage schedule for the period 1 July 2019 to 30 June 2020 is 6% across the board.

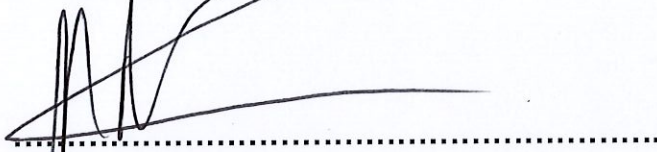
Hereunder are details of the wage increase for the third year which will also be posted on the MEIBC website: www.meibc.co.za

Grade	Current minimum wage rate 1 July 2018 - 30 June 2019	Increase per hour	New minimum 1 July 2019 - 30 June 2020
A	R77.62	R4.66	R82.28
B	R63.41	R3.80	R67.21
C	R60.93	R3.66	R64.59
DD	R54.09	R3.25	R57.34
E	R42.35	R2.54	R44.89
F	R35.71	R2.14	R37.85
G	R31.63	R1.90	R33.53
H	R28.07	R1.68	R29.75

The increases are only applicable to the above mentioned organisations that are party to the agreement and not applicable to the following organisations that are party to the Council:

- Association of Electrical Cable Manufacturers of South Africa
- Association of Metal Service Centre of South Africa
- Constructional Engineering Association (South Africa)
- Electrical Engineering and Allied Industries' Association
- Electrical Manufacturers' Association of South Africa (EMASA)
- Gate and Fence Association
- Hand Tool Manufacturers' Association (HATMA)
- Iron and Steel Producers' Association South Africa
- Lift Engineering Association of South Africa
- Light Engineering Industries' Association of South Africa
- Non-ferrous Metal Industries Association of South Africa
- Eastern Cape Engineering and Allied Industries Association
- Pressure Equipment Manufacturers' Association of South Africa
- Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
- S.A. Electro- Plating Industries' Association
- S.A. Refrigeration and Air Conditioning Contractors' Association (SARACCA)
- S.A. Pump Manufacturers' Association
- S.A. Reinforced Concrete Engineers' Association (SARCEA)
- S.A. Valve and Actuator Manufacturers' Association (SAVAMA)

- Metal and Electrical Workers Union of South Africa (MEWUSA)
- National Union of Metalworkers of South Africa (NUMSA)
- South Africa Equity Workers Association (SAEWA)
- UASA - The Union

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke, positioned above a dotted line.

Sicelo Nduna

Chief Executive Officer (Council Secretary)