

MEIBC SETTLEMENT AGREEMENT

The following package proposal constitutes the settlement agreement of the industry dispute between the parties to the MEIBC for the period 1 July 2011 to 30 June 2014.

WAGE ADJUSTMENTS

SCHEDULE OF WAGE INCREASES EFFECTIVE FROM 1 JULY 2011

1. General Wage Increases

| Rate | Current Minimum Wage Rate R c | Increase on Actuals and Scheduled Wage Rates | Increase on Scheduled Wage Rates R c | New Minimum Wage Rates R c |
|---|----------------------------------|--|---|-------------------------------|
| A | 45.35 | 8.00% | 3.63 | 48.98 |
| AA(6) | 42.95 | 8.15% | 3.50 | 46.45 |
| AA(start) | 40.73 | 8.30% | 3.38 | 44.11 |
| AB | 38.58 | 8.46% | 3.26 | 41.84 |
| B | 36.58 | 8.62% | 3.15 | 39.73 |
| C | 34.93 | 8.78% | 3.07 | 38.00 |
| D | 33.94 | 8.95% | 3.04 | 36.98 |
| DD | 31.21 | 9.11% | 2.84 | 34.05 |
| DDD | 29.59 | 9.29% | 2.75 | 32.34 |
| E | 28.03 | 9.46% | 2.65 | 30.68 |
| F | 26.62 | 9.64% | 2.57 | 29.19 |
| G | 25.17 | 9.82% | 2.47 | 27.64 |
| H | 23.85 | 10.00% | 2.39 | 26.24 |
| Whichever is the greater personal increase | | | | |

2. Electric Cable (Schedule F)

| Rate | Current Minimum Wage Rate R c | Increase on Actuals and Scheduled Wage Rates | Increase on Scheduled Wage Rates R c | New Minimum Wage Rates R c |
|---|----------------------------------|--|---|-------------------------------|
| Rate Z | 45.35 | 8.00% | 3.63 | 48.98 |
| Rate Y | 35.46 | 8.18% | 2.90 | 38.36 |
| Group IX | 33.45 | 8.36% | 2.80 | 36.25 |
| VIII | 32.38 | 8.55% | 2.77 | 35.15 |
| VII | 31.19 | 8.75% | 2.73 | 33.92 |
| VI | 30.07 | 8.94% | 2.69 | 32.76 |
| V | 28.94 | 9.15% | 2.65 | 31.59 |
| IV | 27.82 | 9.35% | 2.60 | 30.42 |
| III | 27.07 | 9.56% | 2.59 | 29.66 |
| II | 26.09 | 9.78% | 2.55 | 28.64 |
| I | 25.30 | 10.00% | 2.53 | 27.83 |
| Whichever is the greater personal increase | | | | |

3. Structural engineering

| Rate | Current Minimum Wage Rate R c | Increase on Actuals and Scheduled Wage Rates | Increase on Scheduled Wage Rates R c | New Minimum Wage Rates R c |
|---|----------------------------------|--|---|-------------------------------|
| 5 | 45.35 | 8.00% | 3.63 | 48.98 |
| 4 | 41.15 | 8.36% | 3.44 | 44.59 |
| 3 | 35.20 | 8.75% | 3.08 | 38.28 |
| 2 | 28.72 | 9.15% | 2.63 | 31.35 |
| 1 | 23.85 | 9.56% | 2.28 | 26.13 |
| 1(a) | 19.67 | 10.00% | 1.97 | 21.64 |
| Whichever is the greater personal increase | | | | |

4. Apprentices

| Year | Current Minimum Wage Rate per Week | Increase on Actual Rates | Weekly Increase on Minimum Rates | New Minimum Weekly Wage Rates |
|---|------------------------------------|--------------------------|----------------------------------|-------------------------------|
| First Year | 896.00 | 8.00% | 71.68 | 967.68 |
| Second Year | 989.00 | 8.00% | 79.12 | 1068.12 |
| Third Year | 1178.00 | 8.00% | 94.24 | 1272.24 |
| Fourth Year | 1745.00 | 8.00% | 139.60 | 1884.60 |
| Whichever is the greater personal increase | | | | |

5. Five Grade Schedule

| Grade | Current Minimum Wage Rate R c | Increase on Actual and Scheduled Wage Rates | Increase on Scheduled Wage Rates R c | New Minimum Wage Rates R c |
|---|----------------------------------|---|---|-------------------------------|
| 5 | 45.35 | 8.00% | 3.63 | 48.98 |
| 4 | 39.06 | 8.00% | 3.12 | 42.18 |
| 3 | 33.63 | 8.00% | 2.69 | 36.32 |
| 2 | 28.96 | 8.00% | 2.32 | 31.28 |
| 1 | 24.94 | 8.00% | 2.00 | 26.94 |
| Whichever is the greater personal increase | | | | |

6. Vehicle Drivers

| Rate | Main Agreement Symbol | Current Wage Rate R c | Increase on Actual and Scheduled Rates | Increase on Scheduled rates R c | New Minimum Wage Rates R c |
|---|-----------------------|--------------------------|--|------------------------------------|-------------------------------|
| Forklift drivers | F | 26.62 | 9.64% | 2.57 | 29.19 |
| Code 08 | E | 28.03 | 9.46% | 2.65 | 30.68 |
| Codes 10 & 11 | DD | 31.21 | 9.11% | 2.84 | 34.05 |
| Codes 13 & 14 | C | 34.93 | 8.78% | 3.07 | 38.00 |
| Whichever is the greater personal increase | | | | | |

7. Gate and Fence Manufacturing (Division D/7)

| Rate | Current Minimum Wage Rate R c | Increase on Actual and Scheduled Wage Rates | Increase on Scheduled Wage Rates R c | New Minimum Wage Rates R c |
|---|----------------------------------|---|---|-------------------------------|
| B | 23.77 | 8.62% | 2.05 | 25.82 |
| C | 22.89 | 8.78% | 2.01 | 24.90 |
| D | 22.45 | 8.95% | 2.01 | 24.46 |
| DDD | 22.31 | 9.45% | 2.11 | 24.42 |
| E | 22.27 | 9.46% | 2.11 | 24.38 |
| F | 21.29 | 9.64% | 2.05 | 23.34 |
| G | 20.16 | 9.82% | 1.98 | 22.14 |
| H | 17.90 | 10.00% | 1.79 | 19.69 |
| Whichever is the greater personal increase | | | | |

8. Annexure H: Special Provisions Related to Construction Sites covered by a Project Labour Agreement (PLA)

| Grade | Current Minimum Wage Rate R c | Increase on Actual and Scheduled Wage Rates | Increase on Scheduled Wage Rates R c | New Minimum Wage Rates R c |
|---|----------------------------------|---|---|-------------------------------|
| 5 | 45.35 | 8.00% | 3.63 | 48.98 |
| 4 | 41.15 | 8.30% | 3.42 | 44.57 |
| 3 | 35.20 | 8.62% | 3.03 | 38.23 |
| 2 | 28.72 | 8.94% | 2.57 | 31.29 |
| 2(a) | 23.61 | 9.28% | 2.19 | 25.80 |
| 1 | 14.59 | 9.64% | 1.41 | 16.00 |
| 1(a) | 13.20 | 10.00% | 1.32 | 14.52 |
| Whichever is the greater personal increase | | | | |

SCHEDULE OF WAGE INCREASES EFFECTIVE FROM 1st JULY 2012 and 1st July 2013

| | July 2012 | July 2013 |
|------------|-----------------------------|----------------------------|
| ATB | Grade A : 7% Grade H: 8% | Grade A: 7% Grade H: 8% |

The above adjustments will be applied in years two and three of this agreement. However, if the CPI (April figure published in May) is 8% or above then the actual wage adjustment will be based on CPI (April figure published in May) plus 2% for years 2012 and 2013, respectively.

BACKDATING AND EXTENSION OF THE AGREEMENT

The parties agree to backdate the agreement to 1 July 2011 and will also jointly approach and lobby the Minister of Labour to ensure that the revised Main Agreement is retrospectively extended to non parties.

EXEMPTION PROCEDURE

Parties agree to meet in the Standing Committee of the MEIBC to investigate the causes of delays and perceptions of unfairness in the granting of applications in order to agree appropriate changes to achieve a fair, reasonable and efficient system of exemptions. This process will be finalised within six months of the signing of this agreement.

A management brief explaining the exemption process is available on www.seifsa.co.za.