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BOUBEDINGINGSRAAD  
BUILDING BARGAINING COUNCIL



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## INFORMATION BROCHURE:      **WBNR/180/13/06/2017**

### To all Employers and Employees:

#### **Area A: Greater Boland Area**

- Langeberg local municipality:** This includes: Ashton, Bonnievale, McGregor, Montagu, Robertson;
- Breede Valley local municipality:** This includes: De Doorns, Rawsonville, Touws River, Worcester;
- Witzenberg local municipality:** This includes: Ceres, Prince Alfred Hamlet, Tulbagh, Wolseley;
- Swellendam local municipality:** This includes: Barrydale, Buffelsjagsrivier, Infanta, Malgas, Suurbraak, Swellendam;

#### **Area B: West Boland Area**

- Saldanha Bay local municipality:** This includes: Hopefield, Jacobs Bay, Langebaan, Paternoster, Port-Owen, Saldanha Bay, St. Helena Bay, Stompneus Bay, Vredenburg;
- Magisterial District Moorreesburg:** Moorreesburg
- Bergriver local municipality:** This includes: Aurora, Dwarskersbos, Eendekuil, Piketberg, Porterville, Redelinghuys, Veldrif;

#### **Area C: Greater Boland Area**

- Laingsburg local municipality:** This includes: Laingsburg, Matjiesfontein;
- Prince Albert local municipality:** This includes: Klarstroom, Leeu-Gamka, Merweville, Prince Albert;

#### **Area C: West Boland Area**

- Matzikama local municipality:** This includes: Doring Bay, Ebenhaeser, Klawer, Koekenaap, Lutzville, Papendorp, Strandfontein, Vanrhynsdorp, Vredendal, Trawal;
- Cederberg local municipality:** This includes: Citrusdal, Clanwilliam, Elands Bay, Graafwater, Lamberts Bay, Wuppertal;

#### **Area D: Greater Boland Area**

- Cape Agulhas local municipality:** This includes: Agulhas, Bredasdorp, Elim, Klipdale, Napier, Proteem, Struis Bay, Arniston/Waenuiskrans;
- Theewaterskloof local municipality:** This includes: Botrivier, Caledon, Genadendal, Grabouw, Greyton, Riviersonderend and Villiersdorp

## **CONSULTATION REGARDING WAGE INCREASES AND OTHER AMENDMENTS TO THE COUNCIL'S COLLECTIVE AGREEMENT**

Please be informed that the employers' parties and employee party to the Building Bargaining Council have concluded their negotiations on the new minimum wages and other amendments to the Council's Agreement. There was no feedback for new points from employers and employees. Particulars of the amendments which have been agreed to are set out in full below. It is expected that the amendments and wage increases will be effective from 1 November 2017.

You are invited to submit suggestions with regards to any problems which you may have with the amendments, in writing, to the Council **within 14 days of the date of this letter**. Such applications must be fully motivated and indications of possible replacement provisions should be given.

Where such applications for exemption from any of the wage-regulating measures of the Agreement where the minimum wage and BBC benefits are involved, it is expected that, before the filing of the application for exemption, consultations must be held with the employees that will be affected by such exemption. The Council will take into account the opinion of such employees during the consideration of the aforementioned applications.

The parties have reached the following agreements:

1. **Term of Collective Agreement:**  
Parties have concluded a 3 year agreement.
2. **Minimum wages:**  
Increase of 7% and then 6% for each year for the next 2 years.  
Cleaners, Beginner Workers, Prefabricated Concrete Wall Worker and Worker will be one category with a minimum of R20.00 per hour.
3. **Living away allowance:**  
Employees in the MBA West Boland areas will receive R80.00 per night and employees in the MBA Greater Boland areas will receive R45.00 per night.  
10% Increase for each year thereafter for the next 2 years.
4. **Extension of Agreement:**  
The parties have agreed that the Collective Agreement will be applicable and legally binding on all parties and non-parties in the industry on the date that the Minister determines in her notice in the Government Gazette.
5. **Builders Holiday:**  
Will commence on December 15, 2017 at 14:00 and re-open on Thursday, 11 January 2018 at 08:00.
6. **Pension/Provident:**  
An implementation plan of 50% contribution by employer, 50% contribution by employee will be implemented over 5 years.  
A new column will be added to the wage schedule for the subsidised pension that will be phased out over 5 years.  
Employees will contribute 2% of basic wages and employers 12% of basic wages for this year, after which an additional 1.25% will be paid by employees for each of the following 4 years.
7. **Foreigners:**  
Problems are encountered with the employment of foreigners. The Department of Home Affairs provided the following **important** information:

- Employers must ensure that non-SA citizens have valid work permits or asylum seeker documents.
- Always check the expiration date. Remind employees in advance that they must obtain a new permit/asylum seeker document before the expiry date.
- If you become aware of an employee who works without a valid permit/asylum seeker document, you must still follow a FAIR PROCEDURE and refer the employee to the Department of Home Affairs.
- This will involve giving the employee notice of a formal hearing, having a formal hearing and suspending the employee's services until he or she can provide a valid work permit/asylum seeker document.
- In addition, the Department of Home Affairs emphasizes that the law requires that a minimum of 60% of your employees must be SA citizens.
- Department of Home Affairs has indicated: Non-compliant companies will be fined heavily and have their licenses reviewed, while managers and owners could be jailed for up to two years if the department decides to take legal action.

**CLAUSE 14: HOLIDAY FUND**

- (a) The Holiday Fund is hereby continued and shall be administered by the Council for the purpose of providing eligible employees with leave pay for the period of annual leave in terms of clause 9(6) of the Agreement. Monies contributed to the Fund by employers shall be invested as provided for in terms of section 53(5) of the Act. Public holidays as proclaimed under the Public Holidays Act, 1994, will be pro-rata included into the holiday fund. The following paid holidays will be pro-rata included into the fringe benefit system:

**PAID PUBLIC HOLIDAYS**

<b>2017</b>		
Monday	25 December 2017	Christmas Day
Tuesday	26 December 2017	Day of Goodwill
<b>2018</b>		
Monday	1 January 2018	New Year's Day
Wednesday	21 March 2018	Human Rights Day
Friday	30 March 2018	Good Friday
Monday	2 April 2018	Family Day
Friday	27 April 2018	Freedom Day
Tuesday	1 May 2018	Workers' Day
Thursday	9 August 2018	Women's Day
Monday	24 September 2018	Heritage Day

- (b) Employers **shall** pay their employees for each public holiday that falls within the work period, as defined by the Basic Conditions of Employment Act no. 75 of 1997.
- (c) Employers can only claim the funds back from the Building Bargaining Council, if their employee's benefits are up to date and sufficient. **If an employer's benefits are not up to date, and not sufficient, the employer will be held responsible to pay their employees for each public holiday.** The Council will only deal with claims from employers.
- (d) Employers **are obliged** to purchase a benefit for each employee on each public holiday, except on the following public holidays 25 December 2017, 26 December 2017 and 1 January 2018. These public holidays fall under the annual holiday fund.

Category of employee		Areas 'A' en 'B'			Area 'C'			Area 'D'		
		Rand per Hour			Rand per Hour			Rand per Hour		
		2018	2019	2020	2018	2019	2020	2018	2019	2020
(i)	Cleaner	20.00	21.20	22.47	20.00	21.20	22.47	20.00	21.20	22.47
(ii) 1	Beginner Labourer/Prefabricated concrete wall Labourer	20.00	21.20	22.47	20.00	21.20	22.47	20.00	21.20	22.47
(ii) 2	Labourer	20.00	21.20	22.47	20.00	21.20	22.47	20.00	21.20	22.47
(ii) 3	General worker	21.62	22.92	24.29	20.01	21.21	22.48	20.97	22.23	23.56
(iii) 1	Builder worker & Learner Category 4	23.79	25.22	26.73	22.01	23.33	24.73	23.07	24.45	25.92
(iii) 2	Builder worker & Learner Category 3	26.16	27.73	29.39	24.21	25.66	27.20	25.38	26.90	28.52
(iii) 3	Builder worker & Learner Category 2	28.78	30.51	32.34	26.63	28.23	29.92	27.93	29.61	31.38
(iii) 4	Builder worker & Learner Category 1	31.66	33.56	35.57	29.30	31.06	32.92	30.71	32.55	34.51
(iv)	Artisan: Carpet/Floor layer, Crane operator, Painter and Water proofer	34.83	36.92	39.13	33.79	35.82	37.97	33.79	35.82	37.97
(v) 1	Artisan in all other trades	38.31	40.61	43.05	37.16	39.39	41.75	37.16	39.39	41.75
(v) 2	Artisan in all other trades	42.15	44.68	47.36	40.87	43.32	45.92	40.87	43.32	45.92
(v) 3	Artisan in all other trades	46.35	49.13	52.08	44.96	47.66	50.52	44.96	47.66	50.52
(v) 4	Artisan in all other trades	51.00	54.06	57.30	49.46	52.43	55.57	49.46	52.43	55.57
(v) 5	Artisan in all other trades	56.09	59.46	63.02	54.41	57.67	61.14	54.41	57.67	61.14
(v) 6	Artisan in all other trades	61.70	65.40	69.33	59.85	63.44	67.25	59.85	63.44	67.25
(v) 7	Artisan in all other trades	67.87	71.94	76.26	65.84	69.79	73.98	65.84	69.79	73.98
(v) 8	Artisan in all other trades	74.65	79.13	83.88	72.42	76.77	81.37	72.42	76.77	81.37
(vi)	Full time Guard (per 9 hour day)	180.00	190.80	202.25	180.00	190.80	202.25	180.00	190.80	202.25
<b>Drivers of motor vehicles and operators which are required to be in possession of a code: (per 9 hour day)</b>										
(vii) 1	B – Driver's license	214.12	226.97	240.59	198.09	209.98	222.57	207.62	220.08	233.28
(vii) 2	C1 – Driver's license	235.45	249.58	264.55	217.89	230.96	244.82	228.45	242.16	256.69
(vii) 3	C or EB or EC1 – Driver's license	259.05	274.59	291.07	239.72	254.10	269.35	251.32	266.40	282.38
(vii) 4	EC – Driver's license	313.45	332.26	352.19	304.07	322.31	341.65	304.07	322.31	341.65

  
 L. ONTONG  
 SECRETARY