



National Office

Union Corporation Building 1st Floor
77 Marshal Street Johannesburg 2001
PO Box 9381 Johannesburg 2000
Telephone (011) 639 8000 Facsimile: 086 636 8690
www.meibc.co.za
Vat No.4470117989
Enquiries: 011 639 8000/info@meibc.co.za

04 July 2016


**To: All Party Principals
Regional Managers
Senior Agents
Agents**

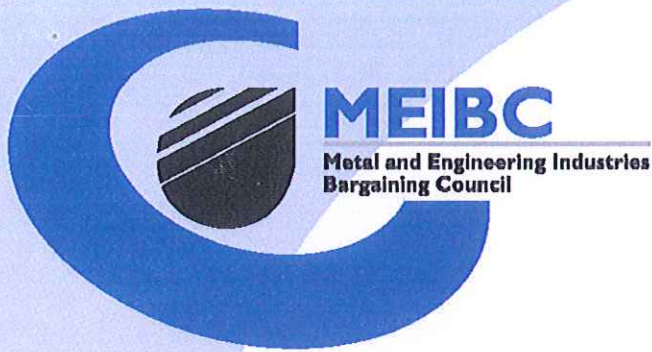
WAGE RATES FOR 1 JULY 2016 TO 30 JUNE 2017

As you are aware the prescribed increases and new wage rates for the period 1/07/16 to 30/06/17 were gazetted in GG No. 38366 per GNR 1051 dated 24/12/14 and is binding on all employers in the Industry.

We enclose a copy of the self-explanatory circular which has been posted on our website www.meibc.co.za. The current wage tables for 2016-2017 on the website contain some discrepancies in comparison to the gazetted rates. These have now been removed and substituted with the wage tables attached to the circular (which are exactly the same as the gazetted rates).

Yours Faithfully


.....
Vice Ngonyama
G M: Operations



National Office
 Union Corporation Building • 1st Floor
 77 Marshall Street • Johannesburg 2001
 PO Box 9381 • Johannesburg 2000
 Telephone: (011) 639 8000 • Facsimile: 086 636 8690
www.meibc.co.za

CIRCULAR

04 July 2016

Wage increase and new wag rates for the period 1 July 2016 to June 2017

Wage increases effective from 1 July 2016 have been finalised in accordance with the wage model agreed between the parties. The increase ranges from 7.00% at Rate A to 10% at Rate H. There are no further changes to employment conditions.

Wage increases finalised

The wage increases detailed in the attached schedule must be implemented by all companies from 1 July 2016.

No other changes to current employment conditions

There are no further changes to employment conditions for this third year of the three year agreement and all other terms and conditions of employees remain unchanged.

Gazettal of the wage rates

The wage rate effective from 1 July 2016, concluded in the Metal and Engineering Industrial Bargaining Council in 2014, are legally binding on all employers and schedule employees in employees in the industry in terms of section 32 of the Labour Relations Act, 1995 (Government Gazette No 38366 of 24 December 2014, Government Notice No. R1051).

Wage Exemption

The industry's current wage exemption procedure continues to apply. A company that is unable to implement the wage agreed wage increase may submit a motivated application to its local Regional Council for exemption to implement a lesser wage increase than that detailed in the schedule.


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

Wage exemption procedure

Employers are reminded that all wage increase exemption applications must be lodged with the bargaining council by 31 July 2016. This means that companies wishing to apply for exemption must do so without delay and at least by 31 July, failing which the Council will be unable to consider the application

Yours Faithfully



A handwritten signature in black ink, consisting of several overlapping loops and lines, is written over the typed name. A long horizontal line extends from the right side of the signature across the page.

.....
Thulani Mthiyane
General Secretary