

No. R. 416

17 April 2009

**LABOUR RELATIONS ACT, 1995****METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL:  
EXTENSION TO NON-PARTIES OF THE REGISTRATION AND  
ADMINISTRATION EXPENSES COLLECTIVE RE-ENACTING AND  
AMENDING AGREEMENT**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the Metal and Engineering Industries Bargaining Council, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry with effect from 27 April 2009 and for the period ending 31 March 2010.

**M M S MDLADLANA**  
**MINISTER OF LABOUR**

**SCHEDULE****METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL RE-ENACTING AND  
AMENDING REGISTRATION AND ADMINISTRATION EXPENSES AGREEMENT**

In accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

**Association of Electric Cable Manufacturers' of South Africa**

**Bright Bar Association**

**Cape Engineers' and Founders' Association**

**Consolidated Association of Employers of S.A. (CAESAR)**

**Constructional Engineering Association (South Africa)**

**Covered Conductor Manufacturers' Association**

**Electrical Engineering and Allied Industries' Association**

**Electronics and Telecommunications Industries' Association**

**Federated Employers Organisation of S.A. (FEOSA)**

**Ferro Alloy Producers' Association**

**Gate and Fence Association**

**Hand Tool Manufacturers' Association (HATMA)**

**Iron and Steel Producers' Association of South Africa**

**Kwa-Zulu Natal Engineering Industries' Association**

**Lift Engineering Association of South Africa**

**Light Engineering industries' Association of South Africa**

**National Employers Association of S.A. (NEASA)**

**Non-Ferrous Metal Industries' Association of South Africa**

**Plastics Convertors' Association of S.A.**

**Plumbers, and Engineers, Brassware Manufacturers' Association**

**Port Elizabeth Engineers' Association**

**Pressure Vessel Manufacturers' Association of South Africa**

**Radio, Appliance and Television Association of South Africa (RATA)**

**Refrigeration and Air-Conditioning Manufacturers' and Suppliers' Association**

**Sheetmetal Industries' Association of South Africa**

**S.A. Electro-Plating Industries' Association**

**S.A. Engineers and Founders' Association**

**S.A. Fasteners Manufacturers' Association (SAFMA)**

**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)**

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

**Metal and Electrical Workers Union of S.A.**

**Solidariteit / MWU – Solidarity / MWU**

**United Association of S.A. (UASA)**

**National Union of Metalworkers of South Africa (NUMSA)**

**S.A. Equity Workers' Association**

(hereinafter referred to as the "employees" or the "trade unions"), of the other part, being the parties to the Metal and Engineering Industries Bargaining Council.

## **PART I: GENERAL**

### **1. SCOPE OF APPLICATION OF AGREEMENT**

(1) The terms of this Agreement shall be observed:-

- (a) throughout the Republic of South Africa; and
- (b) by all the employers and employees in the iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions, respectively.
- (c) for purposes of subclause 5(3)(c) and item (vi) of the definition of "employee" in terms of clause 3, the employers and employees therein referred to.

- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall not apply to-
- (a) the manufacture, for sale, of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Johannesburg, Boksburg, Vereeniging and Pietermaritzburg;
  - (b) the installation, maintenance and repair of electrical equipment referred to in paragraph (b) of the definition of 'Electrical Engineering Industry' in clause 3 of Part I of the Main Agreement published under Government Notice No. R. 404 of 31 March 1998, in the Provinces of the Cape of Good Hope and the Orange Free State;
  - (c) assembling, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, which are primarily intended for use in accounting and/or business and/or calculating and/or office and/or educational procedures;
  - (d) the Venetian Blind and Allied Products' Manufacturing Industry in the Province of the Transvaal;
  - (e) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope and the Orange Free State;
  - (f) the Locksmithing Trade in the Magisterial Districts of Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Springs and The Cape;
  - (g) the production, for sale, of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria;
  - (h) the installation and/or repair and/or servicing of radios and/or refrigerators and/or domestic electrical appliances in the Provinces of the Cape of Good Hope and the Orange Free State;