

MARCH 2007 MAART

**Electrical Contractors' Association (SA) - East /
South Cape Region**

**Elektrotegniese Aannemersvereniging (SA) - Oos /
Suid-Kaapstreek**

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EXEMPTION FROM AGENCY SHOP FEES

As you are all aware the agency shop fee (ASF) was reintroduced on 1 February 2007 as the Minister of Labour was satisfied that the South African Equity Worker's Association (SAEWA) was representative of the majority of employees falling under the jurisdiction of the National Bargaining Council for the Electrical Industry. A circular explaining the situation was sent to all members early in February.

The new Clause 30(B) of the Bargaining Council's Agreement compels all employers to deduct the ASF from the wages of **all employees who are not members of SAEWA**, and to pay such amount to the Council for subsequent payment to the Trade Union. This fee is included in the monthly invoice submitted to you by the Council. However, sub-clause (9) of the new clause states "**upon application, exemption shall be granted to an employee who is a member in good standing of a registered trade union entitled to recruit members within the Industry in terms of the constitution of that trade union**".

Many employees in the Industry are members of the **Metal and Electrical Workers' Union (MEWUSA)**, which is entitled to recruit members within the Industry in terms of its Constitution. The **General Workers' Association (GWA)** is also correctly registered, and there may be others of which your employees are members. If you are not certain if a particular union is registered to operate within the Electrical Contracting Industry you must ask for a copy of the Union's Constitution so that you can establish this fact.

In the event of any of your employees being members of MEWUSA, GWA, or any other union as described above, you **must apply in writing** to the Bargaining Council for an exemption in respect of any such employees. All that you are required to provide with your letter is proof that the employees are members in good standing of the union concerned. This may be done by producing proof that the relevant trade union subscription has been deducted from their wages, and proof that such money has been paid to the Union. If the Union of which they are members is not one of those listed above, it will also be necessary to submit a copy of its Constitution.

To assist you with the application, a pro-forma of the exemption letter has been prepared for your convenience. Please phone Danita in East London or Elaine in Port Elizabeth if you require a copy.

As the Council's Agreement provides that **the exemption shall be granted**, you will not have to deduct the ASF from the employees in the interim as there should be no problem in the exemption being granted, provided the correct information has been included with your application.

Should you experience any problems in being granted the exemption, or have any queries concerning this matter, please do not hesitate to contact me directly in Port Elizabeth.

EAST LONDON OFFICE

Danita Jordaan will be on leave from Monday 2 April 2007 and will be back on duty on Tuesday 10 April 2007. Members are kindly asked to phone the Port Elizabeth office for help and any assistance that you may need during this time.



SANS 10142-1 COURSE

The ECA is presenting a 1 day course on the Wiring Code in East London on Saturday 31 March 2007. Changes to the Code and different interpretations result in confusion among accredited persons, consulting engineers, municipal officials, estate agents, AIA's and the Department of Labour Inspectorate.

The aim of the course is to ensure that all the role players in the Industry interpret the Code in the same manner in order to do away with costly and time consuming debates, arguments and disputes. Phone Danita for more details. ECA members pay the subsidised course fee.

ECA WEBSITE

Members will soon be able to place classified advertisements for the sale of tools, equipment and vehicles on the website free of charge. More information to follow from the ECA marketing department very soon.



SKILLS SHORTAGE

What are you doing to reduce the critical shortage of qualified electricians in our Industry? Why not employ an apprentice / learner? Phone the office and we could let you have the documents.

ECA GUARANTEE OF WORK SCHEME.

A new brochure has been designed by the ECA to promote the R15.000.00 workmanship guarantee which the ECA underwrites on behalf of its members. This is a very useful marketing tool which members could use when quoting for small works. The guarantee applies to the standard of workmanship carried out by an ECA member in good standing. The guarantee does not apply to the repair of appliances and does not cover defective materials. The guarantee applies only where the member's work has been completed and the member has been paid for such work. The new brochures will be distributed in the next few weeks.

DOL INSPECTION BLITZ

The ECA received information that DOL inspectors were conducting random inspections on building sites in and around Port Elizabeth. One prominent electrical contractor had been issued with a prohibition order on Monday 12 March 2007 for failing to renew his registration with the ECB. In another unrelated incident an electrical contractor, who

operated illegally and was using the accreditation certificate of an 87 year old family member, was also issued with a prohibition notice.