

**MAY 2007 MEI**

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

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

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## SKILLS SHORTAGE

By now all members would have heard and read about the efforts of the ECA to address the critical shortage of skilled employees in the electrical Industry. We are pleased to report that ECA members in East London responded positively to the ECA appeal for help. 16 learners and apprentices have registered for a 4 week practical training course at Level 2 presented by Industries Education and Training Institute in East London during May and June 2007. This is the first such course is being presented in East London. ECA members in the area are very happy with this arrangement as they were required to send their trainees to Port Elizabeth for this training in the past. Lucas Bowles, regional director of the ECA in the area was delighted with the response from members. "We are already planning the next course in East London. The ECA is committed to bringing training to the doorstep of the members if needed". Our Industry has huge backlogs to make up and this small but positive step of members in East London will hopefully encourage electrical contractors in other parts of the province to register learnership and apprenticeship contracts as we try to alleviate the shortage of electricians in the country.

## WAGE NEGOTIATIONS - 2007/2008

The ECA offices in the region were hives of activity during May 2007 as meetings of all electrical contractors in the East / South Cape were held in Jeffreys Bay, George, Port Elizabeth and East London to obtain mandates from employers. Record attendances in Port Elizabeth and East London resulted in intense debate as employers wrestled with a long list of union demands. All the mandates were discussed at an ECA Labour Committee meeting in Meadowdale on 17 May 2007 and final strategies were formulated on 24 May 2007 ahead of the first round of wage talks scheduled for early June 2007 in Johannesburg. The executive committee has appointed Michael Straton from Port Elizabeth to represent the East / South Cape region at the negotiations and members will be kept informed as the talks between the parties progress. The current Collective Agreement of the Electrical Bargaining Council expires on 31 January 2008.

## DRAFT ELECTRICAL INSTALLATION REGULATIONS

3 Years after the Department of Labour released their draft proposals for changes to the above Regulations, it seems that the long, frustrating process of consultation with the stakeholders has finally come to an end. The final draft of the Regulations is due to be released by DOL soon with provision for accommodating the ECA objections, to the controversial 25 KVA requirement, for such installations to be carried out under the control of an AIA or a competent person. As soon as the government gazette has been published members will be advised of the final wording in

the document. Changes to the Certificate of Compliance and the validity period of the COC are also incorporated in the draft.



### **JBCC SUBCONTRACT AGREEMENT**

The ECA has put forward proposed changes to the above document. The JBCC Technical Committee will consider the following proposals from the ECA at their meeting in Midrand on 6 June 2007:-

- Principal contractor to provide a payment guarantee to the subcontractor as a right and not optional.
- The cost of providing a construction guarantee to the principal contractor to be disclosed at pre-tender stage.
- Works insurance risk clause to be revisited.
- Construction guarantee provided by subcontractor to be released once the subcontractor has achieved final completion of his work.
- Principal contractor to provide details of a revision of the works programme to the subcontractor.
- Principal contractor to be compelled to furnish proof of payment to the subcontractor.
- Contract price adjustment provisions (CPAP) for subcontractors to provide for re-negotiation of the basis of under recovered items, where such increases are beyond the control of the subcontractor.



### **ARBEIDSADVIES**

Lede word daaraan herinner dat hulle nie die dienste van 'n regsadviseur of arbeidskonsultant benodig wanneer 'n arbeidsdispuut ontstaan nie. Die EAV beskik oor die dienste van 'n aantal opgeleide en gekwalifiseerde arbeidspraktisyne wat u met enige van die volgende probleme kan help:-

- ❖ Opstel van 'n permanente dienskontrak.
- ❖ Opstel van 'n tydelike dienskontrak.
- ❖ Opstel en uitreik van kennisgewing om 'n disziplinêre verhoor te hou.
- ❖ Die EAV amptenaar kan optree as die voorsitter van 'n disziplinêre verhoor tussen u en die werker.
- ❖ Uitreik van formele waarskuwings aan werkers wat die reëls oortree.
- ❖ Hulp en advies om die regte prosedure te volg by die afdanking van 'n werker.
- ❖ Hulp met personeelvermindering en die proses wat volgens die wet gevolg moet word.
- ❖ EAV amptenare verteenwoordig lede by dispuutvergaderings van die Bedingingsraad asook in formele verhore by die CCMA.
- ❖ Ons adviseer lede oor prosedures om vrystelling van die Kollektiewe Ooreenkoms te verkry.

Moet dus nie geld spandeer op hierdie dienste nie. Dit is alreeds ingesluit by u jaarlikse ledegelde en arbeidsheffings en u hoef nie weer te betaal nie.