

JOBLAW

Job Law (Pty) Ltd (Registration Number 2004/014656/07) (Vat No 457 0213 258)

Head Office
Cape Town Office
297 Durban Road
Tygervalley
Durbanville
Tel: 021 919 6418
Fax: 021 919 6418

Bonza Bay Road
PO Box 2003
Beacon Bay
East London, 5241
Tel: 043 706 3400
Fax: 043 706 3418

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Circular 2 of 2016

Dear Client

RE: CHANGES IN THE ADMINISTRATION OF THE MOTOR INDUSTRY SICK, ACCIDENT AND MATERNITY PAY FUND

Please be advised that with effect from 1 February 2016 the above mentioned Fund will accommodate the following changes as a result of an agreement concluded between MISA and the RMI.

The changes to the Rules of the said Fund are reflected on the MIBCO web page at www.mibco.org.za. In essence the changes make membership compulsory for MISA members at RMI establishments and voluntary for non-union and NUMSA members at RMI establishments.

The contributions for benefits will remain the responsibility of the relevant RMI Employer. MISA members will enjoy a further improvement of benefits in the following manner:

- Sick pay for 10 days per annum at 100% of daily salary / wage and thereafter an additional 5 days at 50% of daily salary / wage;
- Accident pay at 75% of ordinary daily salary / wage;
- Maternity benefits at 30% of daily salary / wage for 17 weeks;
- Any MISA related claim will be paid and honoured by the RMI Employer directly and then claim payment from the Fund, that is, MIBCO;
- MISA members absent from work for one day do not need to submit a medical certificate except when it relates to absenteeism on a Friday or a Monday or any day preceding or following a normal day off;
- The 13 week waiting period, in order to access benefits, is being removed for MISA members until 30 June 2016.

For non-union members as well as NUMSA members the following rules will apply:

- For these members a 13 week waiting period will be applicable to new members joining the Fund as from 1 February 2016;
- Sick pay will be paid at 75% of ordinary daily salary / wage to a maximum of 15 days per Fund year;
- Accident pay at 75% of ordinary daily salary / wage;
- Maternity benefits at 30% of daily salary / wage for 17 weeks;
- Claims need to be submitted directly by the non-union or NUMSA members to the Fund, that is, MIBCO provided that the Employer, at its sole discretion, may decide

Directors
Adv. LJ. Langeveld (B.Iuris, LLB); SASLAW; Mr. AE Steyn; Mr. C Swanepoel (LLB)
ACCREDITED MEMBER OF AHI EMPLOYERS ORGANISATION Reg. Nr. Ref No. LR2/6/3/475

to pay these members and then claim from the Fund (MIBCO);

- Non-union members as well as NUMSA members need to submit medical certificates when absent on any day.

Please do not hesitate to call us should you have any questions.

JobLaw regards

A handwritten signature in black ink, appearing to read 'L. Langeveld', is positioned above the printed name.

LEON LANGEVELD
CEO

Directors

Adv. LJ. Langeveld (B.Iuris, LLB); SASLAW; Mr. AE Steyn; Mr. C Swanepoel (LLB)

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