

SOUTH AFRICAN LOCAL GOVERNMENT BARGAINING COUNCIL

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17 December 2021

**TO: ALL MUNICIPAL MANAGERS
ALL CHIEF FINANCIAL OFFICERS
TO ALL EMPLOYEES**

THE PARTIES:

SALGA
SAMWU
IMATU

Mr. X George per email
Mr D Magagula per email
Mr. J Koen per email

REGIONAL SECRETARIES:

Gauteng/Johannesburg/Tshwane Division	Ms Esmeralda Sekgweleo (011) 394 6517
Eastern Cape Division	Mr. C. Gqeke (041) 581 3648
Western Cape/Cape Metro Division	Ms. W Brink (021) 917 1145
Northern Cape/Free State Division	Mr. T Mqobongo (053) 831 3608
North West/Mpumalanga/Limpopo Division	Ms N Hlangwani (012) 342 7015
KwaZulu-Natal/eThekweni Division	Mr. V Nzuza (031) 201 9752

CIRCULAR NO.: 11/2021


INCREASE IN AGENCY SHOP FEE

1. The parties to the Council concluded and signed off an Agency Shop Collective Agreement, in 2018. This Collective Agreement provides that the Agency Shop Fee is subject to annual increase, provided that the parties conclude and sign off an Addendum to this effect.
2. The parties have concluded the attached Addendum to the Agency Shop Collective Agreement (Addendum Agreement) dated 15 December 2021. The Addendum Agreement provides for an increase to the Agency Shop Fee, which increase comes into effect on 1 January 2022. The Addendum Agreement is binding on all Municipalities and employees who are not members of IMATU and SAMWU.
3. In terms of the Addendum Agreement, the Agency Shop Fee is increased to **1% of an employee's basic salary, to a maximum of R79,50**, effective from 1 January 2022.

Address correspondence to the General Secretary

4. The prescribed Agency Shop Fee must be deducted from the basic salary of employees who are not members of IMATU and SAMWU and paid over to the SALGBC on the 7th day of each month following the month in which it becomes due.
5. Kindly note that Agency Shop Fees not received by the due date, attracts interest at the rate set in terms of the Prescribed Rate of Interest Act.
6. One purpose of the Collective Agreement is to ensure that those employees who fall within the scope of the collective agreement and who receives the benefits of collective bargaining contribute towards the cost of such collective bargaining.
7. Kindly ensure that all provisions of the Collective Agreement are implemented. Your co-operation in implementing the new agency shop fee is appreciated.
8. Kindly place this notice on all employee notice boards.

Yours faithfully



Mr S. S. Govender
GENERAL SECRETARY

**SOUTH AFRICAN LOCAL GOVERNMENT
BARGAINING COUNCIL**

(Hereinafter referred to as the Council)

ADDENDUM TO THE AGENCY SHOP COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act, 66 of 1995 as amended
("the LRA") made and entered into by and between the: -

SOUTH AFRICAN LOCAL GOVERNMENT ASSOCIATION (SALGA)

(Hereinafter referred to as SALGA, the Employers' Organisation)

and

INDEPENDENT MUNICIPAL AND ALLIED TRADE UNION

(Hereinafter referred to as IMATU)

and

SOUTH AFRICAN MUNICIPAL WORKERS UNION

(Hereinafter referred to as SAMWU)

(IMATU and SAMWU will together be referred to as the Trade Unions)

NM P /
X.S.

1. INTRODUCTION

- 1.1 The Parties have entered into the Agency Shop Collective Agreement dated 16 April 2018 ("the Collective Agreement"); and
- 1.2 The Parties wish to amend clause 5.3 of the Collective Agreement in order to increase the prescribed maximum Agency Shop Fee payable by employees.
- 1.3 Now therefore, the Parties enter into this Addendum for the sole purpose of amending clause 5.3 of the Collective Agreement.

2. AMENDMENT TO CLAUSE 5.3 OF THE COLLECTIVE AGREEMENT

The parties agree to amend the Collective Agreement by replacing clause 5.3 thereof with the following clause:

"5.3 The prescribed Agency Shop Fee, payable by employees falling within the scope of the Agreement who are not members of the representative trade unions, shall be 1% (one percent) of the basic salary of employees, up to a maximum of R79.50 per month."

3. GENERAL

- 3.1 This Addendum is incorporated into the Collective Agreement and shall, together with the Collective Agreement as amended herein, constitute the entire agreement between the Parties.
- 3.2 Except as expressly modified by this Addendum, all other terms and conditions of the Collective Agreement shall remain unchanged and in full force and effect.

THIS ADDENDUM AGREEMENT WAS CONSIDERED, ADOPTED AND APPROVED BY THE BARGAINING COMMITTEE OF THE CENTRAL COUNCIL IN TERMS OF CLAUSE 17.3 OF THE CONSTITUTION.

N.M.   


SIGNED BY THE PARTIES AT Pretoria ON THIS 15th DAY OF December 2021



MEMBER OF THE COUNCIL
(REPRESENTING SALGA – MR X GEORGE)



MEMBER OF THE COUNCIL
(REPRESENTING IMATU – MR K SWANEPOEL)



MEMBER OF THE COUNCIL
(REPRESENTING SAMWU – MR N MOKGOTHO)



GENERAL SECRETARY OF THE COUNCIL
MR SS GOVENDER