

No. R. 884

2 November 2012

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND
LOGISTICS INDUSTRY: EXTENSION TO NON-PARTIES OF THE MAIN
COLLECTIVE AMENDING AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, 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 National Bargaining Council for the Road Freight and Logistics Industry 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**12 November 2012**..... and for the period ending 28 February 2013.

MN OLIPHANT**MINISTER OF LABOUR**

No. R. 884

2 November 2012

UMNYANGO WEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI BEMBONI YOKUHLELWA KOKUTHUTHWA KANYE NOKUTHUTHWA KWEMPAHLA EMGWAQWENI: UKWELULELWA KWESIVUMELWANO ESIYINGQIKITHI ESICHIBIYELAYO SABAQASHI NABASEBENZI KULABO ABANGEYONA INGXEYENYE YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe Wezabasebenzi ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano phakathi kwabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Bemboni Yokuhlelwa Kokuthuthwa Kanye Nokuthuthwa Kwempahla Emgwaqweni, ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi ka 1995, esibophezela labo abasenzayo, sizobophezela bonke abaqashi nabasebenzi kuleyo Mboni kusukela mhlaka.12 kuLwezi 2012.....kuze kube ngu 28 kuNhlolanja 2013.

MN OLIPHANT
UNGQONGQOSHE WEZABASEBENZI

Schedule

National Bargaining Council for the Road Freight & Logistics Industry

Amendment to the Main Collective Agreement

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

Road Freight Employers' Association (RFEA)

(referred to in this Agreement as the "employers" or the "employers' organisation")
on the one part, and the

Motor Transport Workers' Union (MTWU)

Professional Transport and Allied Workers' Union of South Africa (PTAWU)

South African Transport and Allied Workers' Union (SATAWU)

Transport and Allied Workers' Union of South Africa (TAWU)

(referred to in this Agreement as the "employees" or the "trade unions"),
on the other part,

being the parties to the National Bargaining Council for the Road Freight and Logistics Industry to amend the Agreement published under Government Notice No. R4 of 6 January 2012.

1. Scope of Application

- (1) The terms of this Agreement shall be observed in the Road Freight and Logistics Industry:
 - (a) by all the employers who are members of the employers' organisation and by all employees who are members of the trade unions, and who are engaged and employed therein, respectively;
 - (b) In the Republic of South Africa.

1.A. Period of Operation of the Agreement

This Agreement shall come into operation on such a date as may be fixed by the Minister of Labour in terms of Section 32 of the Labour Relations Act, 1995, and shall remain in force until 28 February 2013.

2. Schedule 4: Wellness Fund

1. Substitute the following for item 8:

"8. Extension of the Wellness Fund

- (1) The wellness fund is hereby extended to include a basic medical insurance for a period of 2 years at no extra cost to employers and employees.
- (2) Notwithstanding the provisions of sub-item (1) above, an employee whose monthly contributions to the fund is less than R50-00 per month will not be covered by the basic medical insurance. The monthly contribution referred to in this sub-item includes the combined monthly contribution by both an employer and his employee. Such an employee will still receive the normal benefits of the fund provided for in item 3(1)(a) to (c) above."

Signed at Johannesburg for and on behalf of the parties to the Council on this 4th
_____ day of September 2012.

D Behrens
Chairperson of
the Council

M Gwedashe
Vice-Chairperson of
the Council

T Ströh
Acting National
Secretary of the Council