

DEPARTMENT OF LABOUR

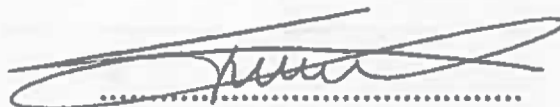
NO. R. 1073

16 AUGUST 2019

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY (BCCEI): EXTENSION OF AMENDMENT OF WAGE TASK GRADE COLLECTIVE AGREEMENT TO NON-PARTIES

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour hereby in terms of section 32(2) read with section 32(8) of the Labour Relations Act, 1995, declare that the Wage Task Grade Collective Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for the Civil Engineering Industry (BCCEI)** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Wage Task Grade Collective Agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after date of publication of this notice and for the period ending 31 August 2021.



TW NXESI, MP

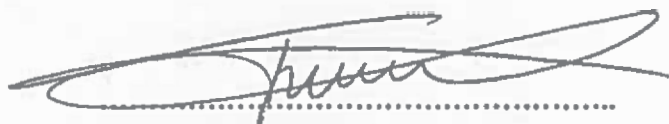
MINISTER OF EMPLOYMENT AND LABOUR

DATE: 05/08/2019

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI
EPHATHELENE NEZOKWAKHA IMIGWAQO NAMABHULOHO: UKWELULWA
KWESIVUMELWANO ESICHIBIYELAYO SEMIHOLO KANYE NESIGABA SEMISEBENZI
YEZABASEBENZI, SELULELWA KULABO ABANGEYONA INGXYENYE
YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi Nezabasebenzi, ngokwesigaba-32(2) sifundwa nesigaba 32(8) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngazisa ukuthi isivumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini ephathelene nezokwakha Imigwaqo Namabhuloho, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi keleyomboni, kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube mhlaka 31 kuNcwaba 2021.



TW NXESI, MP

UNGGONGQOSHE WEZEMISEBENZI NEZABASEBENZI

USUKU: 08/2019

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SCHEDULE**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
WAGE AND TASK GRADE COLLECTIVE AGREEMENT**

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

Employers' Organisation

South African Forum of Civil Engineering Contractors (SAFCEC)

Consolidated Employers Organisation (CEO)

(Hereinafter referred to as the "employer" or the "employers' organisation") of the one party and the-

Trade Unions

National Union of Mineworkers (NUM)

Building, Construction and Allied Workers Union (BCAWU)

(Hereinafter referred to as the "employees" or the "trade unions") of the other part, being the parties to the Bargaining Council for the Civil Engineering Industry), to amend the Agreement published under Government Notice No. R.951 of 14 September 2018.

APPLICATION AND INTERPRETATION OF AGREEMENT**1. Application of the agreement****1.1 This agreement binds:**

- i. All employees in the Civil Engineering Industry that are members of the employers' organisations that are party to this agreement; and

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- ii. All employees in the bargaining unit, employed in the Civil Engineering industry who are members of the trade unions that are party to this agreement.

1.2 This Agreement must be applied in the jurisdiction of Bargaining Council for the Civil Engineering Industry throughout the Republic of South Africa.

1.3 Except as otherwise provided for in this Agreement, this Agreement establishes the minimum rate of pay for all scheduled employees as defined in the BCCEI Conditions of Employment Collective Agreement irrespective of whether the employee is employed in terms of an exemption from this Agreement or under conditions determined by the Council.

1.4 This agreement applies to learners, only insofar as it is not inconsistent with the Skills Development Act, 1998.

1.5 Period of operation of agreement

- i. This agreement becomes binding on the employers and employees— refer to sub-clause (1.1), once it is extended by the Honourable Minister of Labour, in terms of Section 32 of the Act 66 of 1995, from a date determined by the Honourable Minister of Labour.
- ii. This Agreement shall remain in force until: 31 August 2021.
- 1.6 This agreement becomes binding on the employers and employees referred to in sub-clause 1.1 to 1.5 once it is extended to non-parties by the Honourable Minister of Labour.

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CHAPTER IV: APPENDICES TO AGREEMENT

Add new jobs to the Task Grade Wage Rates Table (Appendix B)

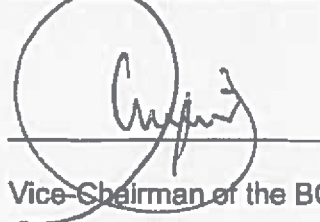
Insert new jobs which are as follows under the respective task grades:

APPENDIX B					
Task Grade Wage Rates					
Task Grade	Occupational Group	Job Title	Hourly Rate as per promulgation date up to 31 August 2019 adjusted by 7.5%	Hourly Rate from 01 September 2019 to 31 August 2020 adjusted by 7.5%	Hourly Rate from 1 September 2020 to 31 August 2021 adjusted by 7.5% or CPI whichever is the greater
2	Rail Construction	Perway Construction Hand	35,30	37,95	40,80
	Site Support	Materials Tester Assistant			
3	Tailings	Reclamation Attendant	35,29	39,01	41,94
		Mudguard			
4	Site Support	Wedge Welder	37,63	40,45	43,48
		Materials Tester			
5	Site Support	Extrusion Welder	42,58	45,77	49,21
6	Site Support	Senior Materials Tester (Field)	48,34	51,97	55,87
		Senior Materials Tester (Lab)			
	Supervisors	Team Leader	48,34	51,97	55,87

SIGNED AT JOHANNESBURG, for and on behalf of the parties, this day of 13/05/2019



Chairman of the BCCEI



Vice-Chairman of the BCCEI



General Secretary of the BCCEI