

BIBC ADVANTAGES FOR EMPLOYERS

BENEFIT	ADVANTAGES
Minimum Wage	<ul style="list-style-type: none"> • Wages are prescribed by Collective Agreement; therefore employees know where entry levels are. • With Collective Agreement, no industrial action is permitted, so employees cannot strike for higher wages. • Levels the playing field when quoting for jobs / tenders, so contractors can compete fairly. • No need to negotiate wages with individual Trade Unions. • Creates a more manageable budget within the business; makes budgeting and planning easier, as wages are negotiated three years in advance. • Builds trust and better working relationships. • Apart from legal aspects, it also takes care of moral obligations to pay employees fairly.
Pension / Provident Fund	<ul style="list-style-type: none"> • No need for additional / separate private pension fund – already included in daily contribution. • No burden of paying for funerals, or beneficiaries asking for funeral donations or loans. • Employees' families are financially provided for after death of a member (4 times member's annual benefit contribution wage rate). • Burial Repatriation (sending the deceased home for burial): Transportation of deceased's bodies, even across borders, with one family member, again alleviating requests for donations or loans. • Other retirement contributions are monthly; BIBC has negotiated <i>daily</i> retirement benefits. • With independent retirement funds, when employees move from one employer to another, the funds are actually wasted, whereas with the BIBC, the retirement fund follows through from one employer to the next, regardless of who the employee works for and for how long. • Due to the size of the Funds, the BIBC is able to negotiate reduced costs for superior benefits.
Sick Fund	<ul style="list-style-type: none"> • Already included in daily contributions – no extra expense. • No need to pay employees' wages when booked off sick, the Sick Fund pays the employee the first 10 days at 80% and from day 11 to 130 at 33% of the wage rate contributed to the BIBC. • If the employee qualifies for sick leave, not only is he or she paid the minimum wages for the qualifying days, holiday and bonus benefits are also credited from the sick fund. It is important that the employer and the employee submits sick claims and certificates even if the employee no longer qualifies for sick pay, since the sick leave period is considered when a claim is assessed in terms of funeral and death benefits. • With the BIBC sick fund, the wages <i>only</i> get paid out with a valid medical note/certificate; therefore alleviating the possibility of employees abusing sick leave.

For further information please visit any of our offices or contact our offices telephonically:

Bellville • Tel: 021-950 7400 / Somerset West • Tel: 021-851 2160 / Paarl • Tel: 021-872 1505 / Hermanus • Tel: 028-312 2861
or Email: bibc@bibc.co.za or visit our Website: www.bibc.co.za

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Holiday and Bonus Fund	<ul style="list-style-type: none"> • No need to provide for additional income for employees during annual builders' holidays in December (huge cash flow relief for a contractor). • No additional expense – holiday fund and bonus already included in daily contributions, and paid by the work provider. • Can be motivation for employees to attend work more regularly to obtain more days' benefits, thus saving more money for the end of the year, as benefits are "time worked for benefit received". • Contractor does not have to administer and keep track of leave accrued etc.
Labour Relations Assistance	<ul style="list-style-type: none"> • Advice and assistance pertaining to labour related matters. • Assistance in resolving labour disputes (except disciplinary hearings) with employees. • Mediation, Conciliation and Arbitration pertaining to the industry so as to avoid CCMA referrals. • Designated agents will travel to sites / offices to assist where necessary.
Lay-off Clause	<ul style="list-style-type: none"> • In terms of the Basic Conditions of Employment Act there is no provision to temporarily stop the employment contract, but with the BIBC Agreement, if the contractor does not have work, work is held up due to material shortages or work cannot continue due to the weather, the contractor can place the employees on a 20 day lay-off with the option of a further 20 day lay-off provided that the option of retrenchment is offered to the employee.
Legal Requirements Government Gazette No. 40841 Dated 12 th May 2017	<p><u>Clause 6. REGISTRATION OF EMPLOYERS</u></p> <ul style="list-style-type: none"> • Every employer in the Industry shall register with the Council. <p><u>Clause 8. REGISTRATION OF EMPLOYEES</u></p> <ul style="list-style-type: none"> • All persons employed in the Building Industry shall be registered with the Council. • All provisions of this agreement are applicable from the first day of employment or from the date on which this Agreement takes effect.

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