22 October 2020

Dear Valued Member

IMPORTANT NEWSFLASH: MIBCO WAGE SCHEDULES AND STATUS

Our newsflash of same title dated 19 August- and 19 October 2020 refers.

We have been informed by a number of our Members that NUMSA has directed requests for paid time-off for their shopstewards working at those Members' businesses, to participate in the proposed NUMSA protest marchest at RMI- and MIBCO offices on 27 October 2020.

At the outset, we have to advise that these protest marches are neither protected in terms of the section 77 of the Labour Relations Act (1996), as amended [hereinafter referred to as the "**LRA**"], nor are they part of a protected strike. Participation by any employee in these protest marches therefore do not enjoy the protection of the LRA.

Certain of our Members do however have recognition- or procedural agreements (in terms of section 21 of the LRA) at business-level with NUMSA in place, in terms of which shop stewards enjoy certain rights, such as paid time-off to participate in trade union activities. Where such agreements are valid and in place, Members are urged to act in accordance with the provisions of these agreements. Where no such agreements exist however, Members are not legally obliged to consider such requests favourably.

If Members have any questions in this regard, they should contact their nearest RMI Regional Office and consult with one of our highly trained IR Specialists.

Yours faithfully,
For and on behalf of the RETAIL MOTOR INDUSTRY ORGANISATION



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