2021-01-21

To :- All Members of the RMI

Dear Member,

SICK-, ACCIDENT- AND MATERNITY PAY FUND – ANNUAL CONTRIBUTION INCREASE & BENEFITS

In recognition for the efforts of Members to contain costs, the RMI has ensured that the weekly contribution towards the MIBCO Sick-, Accident- and Maternity Pay Fund **will not increase in 2021**. The following rates will therefore continue to apply from the **01 January 2021 to 31 December 2021.**

Table 1	Sick Fund	Maternity Fund	Death & Funeral	Total New Contribution
Male	R14.99	-	R3.50	R18.49
Female	R14.99	R7.06	R3.50	R25.55

We remind employers that participation in the Fund is restricted to paid-up members of the **RMI** only, with membership being compulsory for employees that are members of the Motor Industry Staff Association **(MISA)**. All non-MISA members, employed by RMI-registered employers, may participate in the Fund on a voluntary basis.

Below is a summary of benefits accruing to employees that are members of the Fund:

<u>MISA Members:</u>

Sick leave – first 10 days at 100% of wages/salaries.
Next 5 days at 50% of wages/salaries.
Employers will pay the MISA members directly and claim the benefit back from the Fund afterwards.

<u>All Other Employees</u>:

Sick leave - 15 days at 75% of wages/salaries.

<u>Other Benefits, for all Employees</u>:

Accident Pay - Up to 40 days at 75% of wages/salaries.
Maternity Pay - Up to 17 weeks at 30% of wages/salaries.

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www.rmi.org.za

Reg. No: LR 26345

We are also pleased to inform participating employees that all employees registered on the Fund receives the following additional benefits after 8 consecutive weeks' contributions:

1. A death benefit of **R20,000.00** per Fund member (increased from R15,000.00), upon the passing of the member;
2. A funeral benefit of **R10,000.00** for the Fund member, as well as his / her spouse/partner, children between the ages of 14 and 18 and **R7,000.00** for children under the age of 14, to a maximum of three claims per year (an existing benefit); and
3. A funeral benefit **R7,000.00** in the case of the still-birth of a child of the member new benefit.

All death- and funeral benefit-related queries may be directed to MISA on call centre number 086 099 4147 or email info@ms.org.za.

All queries relating to sick, accident and maternity leave should be directed to the RMI. Contact details appear below:

-Johannesburg
Tel: (011) 886 6300
Regional Manager: Jeff Molefe
IR specialist: Tsepo Mohlakoana

-Durban
Tel: (031) 266 7031
Regional Manager: Julian Pillay
IR specialist: Janina Kalidass

-Cape Town
Tel: (021) 939 9440
Regional Manager: Randall Langenhoven
IR specialist: Brent Barichievy
IR specialist: Johanita Olivier

-Bloemfontein
Tel: (051) 430 3294
Regional Manager: Jacques Viljoen
IR specialist: Jacques Viljoen

-Port Elizabeth
Tel: (041) 364 0070
Regional Manager: Erwin Stroebel
IR specialist: Eckhardt Oelofse

If you should have any questions or queries arising from this update, please do not hesitate to contact any one of the RMI's Regional Offices.

Kind regards,

For and on behalf of the RETAIL MOTOR INDUSTRY ORGANISATION