



**Southern– and Eastern Cape**  
Registered under the Labour Relations Act 1995

## Building Industry Bargaining Council

### INTRODUCTION

With the inspired leadership of the parties, the Building Industry Bargaining Council (BIBC) (formerly known as the “Industrial Council”) has evolved over the past number of years into an organisation providing efficient administrative and dispute resolution platforms to ensure equitable benefit to both employers and employees in our Industry. These parties include the Master Builders Association (MBA), Electrical Contractors and Allied Industry Association (ECAIA) the National Union of Mineworkers (NUM) and Amalgamated Union of Building Trade Workers of South Africa (AUBTW).

The image of the Council has consequently transformed from being that of a staunch and strict enforcement agency, to an **impartial and user-friendly** partner in the broader Industrial Relations (IR) sphere of the Building Industry. This has been achieved over a number of years by enhancing the services offered by the BIBC without compromising the core values and ethics of sound administration of an Organised Industry.

As an administrative organisation, the BIBC embraces the principles of fairness, equality, ethical conduct, sound corporate governance, strict financial controls and reporting, effective service delivery and competitive/value adding services and benefits.

It is both advantageous and imperative that employers and employees register with the BIBC in order to provide morally and socially accepted employee benefits as well as to strengthen the organised sector the Building Industry.

### IMPORTANT EMPLOYEE BENEFITS PROVIDED BY THE BIBC

The employee benefits offered by the BIBC have been tailor made by the Industry for the Industry over many years and as a result are perfectly in line with Industry norms and relevant legislation. They work together to provide a set of benefits that match the requirements of a busy industry whilst also assisting registered employers to get on with what they do best, namely the business of construction.

As an additional benefit registered employers receive a monthly employment return from the BIBC indicating all vital employment information thus taking much of the administrative burden of their hands.

#### SICK LEAVE FUND

This fund pays employees for up to 20 (twenty) days sick leave per annum. In addition to this, the fund will also pay the weekly contributions to the employee’s Pension / Holiday and Medical Aid Funds during the period which he/she is off sick.

#### HOLIDAY FUND

This Fund accumulates the compulsory holiday pay required by law over a period of 48 (forty-eight) weeks during the year and then pays out the holiday pay together with a holiday savings portion in December of each year. The holiday pay amount is calculated to include payment for the 4 (four) public holidays which fall within the Annual Shutdown period, so that employers do not have to pay for these additionally!!

This system ensures that employees who migrate from one employer to another during any one benefit year, which is common in the Building Industry, are assured of their leave pay at shutdown regardless of where they are employed. The advantage to both employer and employee is that they don’t have to pay out/receive leave pay in small amounts throughout the year.

The Fund provides detailed statements to each individual employee regarding their holiday pay, based on the number of weeks each individual has worked during the year.

### PENSION / PROVIDENT FUND

The Pension and Provident funds were established more than 5 decades ago by the industry, for the Industry and provide economical Industry based Pension /Provident Scheme/s for all categories of employees. The schemes are duly registered and administered by Alexander Forbes and managed by a representative and industry appointed Board of Trustees.

The Schemes have a combined investment value of over **R250 million** which is currently soundly managed by independent investment portfolio managers.

Apart from providing pensions at retirement age, the Funds also provide the following additional cover:

#### **Death & disability cover :**

Insured death cover (2 x Annual Salary)  
Insured disability cover (2 x Annual Salary)

#### **Funeral benefits**

R10 000 – Member & Spouse  
R3 000 – for children under 14  
R1 500 – for stillborn babies

### MEDICAL AID FUND

The Medical Aid Fund is designed specifically for Artisans in the Building Industry but also has a voluntary membership category which has many employer members. Voluntary membership is restricted to MBA members and their employees.

The Fund is available to employers and employees at a competitive fee structure which has tangible benefits. One of the main advantages of the fund is that it is still administered along traditional medical aid lines and there are therefore no savings funds to run out or ever changing benefits structures.

Affordable premiums are charged and benefits are reviewed regularly.

### LABOUR RELATED ISSUES

In addition to the above, the BIBC also provides IR services in order to assist and regulate matters of mutual interest to all parties concerned in the Industry, thus enabling productive and harmonious relationships between employers and employees in the industry. These include:

- Disciplinary / Grievance Hearings;
- Employee Counselling; Employment Contracts
- Industrial Relations Advice
- Strike Assistance
- Dispute Resolution Facilitation
- Conciliation
- Private Arbitrations by arrangement
- Demarcations
- Wage / Salary Advice
- Retrenchments

The Council employs knowledgeable and experienced staff, who are comprehensively trained in such aspects.

Apart from the Benefit Funds administration, the Council additionally provides a forum for wage and employee benefit negotiations. The BIBC is the sole bargaining forum for the Building Industry and include within its area of jurisdiction, 18 major districts throughout the Southern and Eastern Cape Region.

#### **Employers who wish to participate in any or all of the benefits listed, may contact our offices :**

George Office:  
13 Doneraile, St  
GEORGE  
[044] 873 4228

Mr Danie Du Plessis

Port Elizabeth – Head Office:  
169 Haupt St, Sidwell  
PORT ELIZABETH  
[041 453 2751]

Mr Theo Verschuur—Secretary  
Mr Cecil Domingo—Labour Relations  
Mrs. Helen Jacobs – Holiday Fund  
Mrs. Sonia Lamastra – Medical Aid Fund  
Mrs. Bernadette Ligman – Pension/Provident

**Fax:** 086 514 5659

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Mr. David Sandt