

**THE PRO-ACTIVE EMPLOYERS ASSOCIATION**  
P.O. BOX 11536 QUEENSWOOD 0121 GAUTENG, SOUTH AFRICA  
Tel: (081)511 9057 Fax: (086)764 6462(e-mail: admin@pca-online.co.za)  
Website: www.pca-online.co.za  
22 Eland Street Koedoespoort Pretoria , 0186

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## **Negotiations for 2013 / 2015 wage increases has began**

In April 2013 PCA entered into negotiations (together with Catra) at the Bargaining Council for the Food Retail, Restaurant, Catering & Allied Trades, for the 2013 and 2015 increases, together with other proposed changes to the Main Agreement.

The proposals will have a significant impact on your business and the sustainability of the industry. Two brief examples are the proposals for *Sunday pay at time and a half and an additional increase for employers employing more than 50 staff.*

The PCA would love to hear your views. We are inviting all affected / interested parties to attend a meeting on the 18<sup>th</sup> April to discuss the proposals.

Date: Thursday 18<sup>th</sup> April 2013  
Address: 22 Eland Street  
Koedoespoort

Time: 10am

Please can you advise if you will be attending our meeting or if you will be sending someone on your behalf

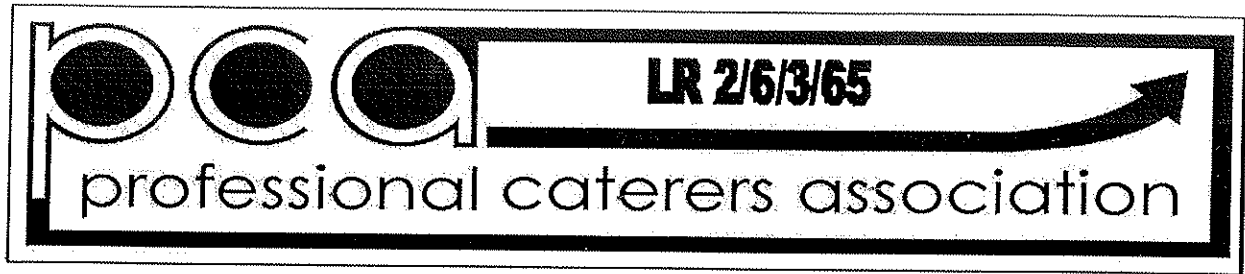
### **Contact numbers of the PCA Executive**

Amanda Rudd – Chairperson (KFC)  
David Candiotes - Vic  
Tony Barreiro  
James Robinson (KFC)

082 777 4188  
082 749 4305  
082 892 7092

Stocks Stockhof 082 557 8891  
Olga Maroudas 072 433 3789  
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	<b>Union Proposal</b>
1	The duration of the agreement should be <b>two years</b>
2.1	The minimum salary adjustment by <b>20%</b> pm on first year
3.1	The across the board increase of <b>20%</b> on the first year
4.1	Introduction category of big employers who employ 50 employees and more
4.2	The said category of employers' minimum salary should be <b>20%</b> more than that of the other employers in the sector
5.1	Development of a two years process of converting casual employees into 45 permanent positions
5.2	Result into a situation whereby there will no longer be a casual employee who has more than 2 years of service as a casual
6.1	Meal Allowance should be <b>R200</b> per week in the first year
6.3	Casual meal allowance should be prorated in accordance to shifts worked in a week
7.1	Transport allowance for shift up to and after 20h00 be increased to <b>R200</b> a month in the first year
8	Employer to subsidize transport of the employee if transferred to another workplace and incurs extra transport costs
9.1	Night shift allowance should be increased to <b>R14</b> for less than 4 hours work in the first year
10.1	<b>Payment for Sunday</b> should be at one and a half hourly rate
10.2	Payment for Sunday can be compensated with one and a half hourly day off for 8 hours or less worked
11	Working on public holidays should be <b>voluntary</b>
12	Casuals should be covered by sick leave if they fall sick on days they are supposed to work
13.1	13th cheque - <b>two weeks'</b> salary for the first year
13.2	13th cheque - <b>one month</b> salary as a bonus across the board
14	Employee should get a free per of uniform from the employer
15.1	Family responsibility leave of <b>7 days per incident</b> in the event of death of a spouse, child, sibling, and parents including parents in law
15.2	The existing <b>5 days per annum</b> should apply for the birth of a child, sickness of spouse, child, sibling and parents including parents in law
16.1	Long service aware R1000 for first year
16.2	Long service aware R2000 after 10 years
16.3	Long service aware R2500 after 15 years
16.4	Long service aware R3000 after 20 years
16.5	Long service aware R3500 after 25 years
17	Stop order facility for old mutual group scheme products



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18	3% increase of the contribution into the provident fund
19	The abolishing of so called independent contract workers without work permits
9.2	Night shift allowance should be increased to <b>R25</b> for more than 4 hours work in the first year