



The PCA is an Employers Association that was established in 1978 and we represent our members (the employers) at forums such as Bargaining Council and CCMA. We have members across all business sectors and regions, with the majority being in the restaurant sector in the Pretoria region.

The PCA is currently a member of **BARGAINING COUNCIL FOR THE FOOD RETAIL, RESTAURANT, CATERING AND ALLIED TRADES, PTA**. This means that we have seats on the executive council of the Bargaining Council. The executive, which is made up of representatives from the Unions, SACAWU and CCRAWUSA, and the employers, PCA and Catra. It is these representatives who are responsible for the wage negotiations for the industry, which falls under the Pretoria Councils jurisdiction.

The current jurisdiction is made of 2 areas.

AREA A

Magisterial Districts of Pretoria, Rustenburg
Brits, Bronkhorstspuit
Wonderboom.

AREA B

Magisterial Districts of
Cullinan, Warmbaths and Witbank

As you are all aware the recent events at Marikana are having resounding repercussion on all businesses and will do so in the months to come. It has certainly changed the type of demands the unions are making on business. The PCA has received the consolidated proposals from SACAWU and CCRAWUSA for the **2013 / 2015 wage increases**. Please go and check out our website: www.pca-online.co.za for a look at these demands. Just some of main issues being a minimum increase of 20% with a further 20% increase for businesses employing more than 50 employees.

You have the right to be heard
You have the right to representation

For years many business owners have allowed the negotiations to be concluded without being able to, or without wanting to give any input. The PCA wants to gather information from business owners to be able to stop these outrageous demands and return sanity to the negotiations.

In order to be able to do this, the PCA needs business owners to give their input. Negotiations at a Bargaining Council level do impact on your business. All businesses which fall under the jurisdiction of the are bound by any agreements concluded at the negotiations. This means that even if you have not given any input or been part of any mandate you still have to abide by any terms and conditions of employment, any increases granted and the minimum wages which are concluded.

Aside from the risk of the union's salary demands there are further challenges which face our industry. There are talks about the merging of the Johannesburg and Pretoria councils, the possible collapse of the Pretoria council should there be insufficient representation and then the establishment of the Statutory Council. The current constitution for the Statutory Council is waiting for the Minister of Labour's signature. It is important to note that whatever the outcome of these possibilities may be, you are not able to retract any current wages or benefits that are in place. That means you could be sitting with benefits additional to those you already pay.

All of these issues have potential benefits or potential risks for the businesses in the Pretoria sector. We can no longer sit back and allow others to speak on behalf of us. Businesses are already suffering from previous agreements made by parties (who are no longer around to answer for them) and together with the current economy the impact is that businesses are going under or alternatively some owners have found it preferential just to shut their doors.

***THE PCA wants you to be able to determine your own future
To do this you need to speak up***

The PCA are inviting all interested parties to attend a meeting on the 23rd January 2013 at 10am. The meeting will be held at our offices at 22 Eland Street, Koedoespoort.

Please join us so that we can discuss a joint way forward to defend our businesses.

Should you require any further information about the PCA please do not hesitate to contact our office or anyone of our executive members.

Contact numbers of the PCA Executive

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