



5 MARCH 2018

TO WHOM IT MAY CONCERN

Dear Sir / Madam

RE: BILL AMENDMENTS

Enclosed are the three Bills that have been tabled for public comment. We would suggest you address your comments and enquiries to Mr Zolani Sakasa at zsakasa@parliament.gov.za or on tel: 021 403 3735, cell: 083 709 8488 by no later than Friday, 16 March 2018 at 16:30. Below are some comments that you should incorporate on your own letterhead if you agree with them. Further, please feel free to copy us in your submission in order that we can ensure BUSA also receives same. Please submit your comments to Joseph Mtolo joseph.mtolo@busa.org.za. BUSA's deadline is the 12th of March. Enclosed are some brief comments which you can add to or change.

BASIC CONDITIONS OF EMPLOYMENT AMENDMENT BILL

1. The insertion of section 9A is objected to. Section 9A(1) states "An employee who works for less than 4 hours on any day must be paid for 4 hours worked on that day". This should only apply to the minimum wage. Employees earning the minimum wage or above should not be covered by the clause.

LABOUR RELATIONS AMENDMENT BILL


1. In terms of the amendment to section 127, the powers of the governing body should not include the vetting of accredited agencies' dispute resolution panels. Such power should remain with the agency. Should it be found that these agencies are not following a proper vetting procedure, accreditation can simply be withdrawn.
2. The LRA should have a clear right to approach the Labour Court for an interdict declaring a strike unprotected in circumstances where violence and intimidation is occurring. This seems to be a critical omission in this proposed amendment.

NATIONAL MINIMUM WAGE BILL

1. The Act must provide for ease of exemptions in order to ease job losses.
2. Welfare organisations should have been excluded from the ambit of the Bill.

Should you have any queries in this regard, please do not hesitate to contact the writer.

Yours faithfully


JONATHAN GOLDBERG
COO

