MOTOR INDUSTRY BARGAINING COUNCIL – MIBCO

REGISTERED UNDER THE LABOUR RELATIONS ACT 66 OF 1995
Reg. No. LR 2/6/6/1
Website: www.mibco.org.za

MIBCO SHARED SERVICES CENTRE
PO Box 2578, Randburg, 2125

CERTIFICATE OF GOOD STANDING

Date of Issue: 14 Aug 2024 **Certificate Number:** 8881117_0005

THIS IS TO CERTIFY that the Motor Industry Bargaining Council has, to the extent that the company is duly registered in accordance with the provisions of Clause 8 of the Administrative Collective Agreement published under Government Notice R656, dated 31 July 2015, as amended and extended, and in terms of Division C of the Main Collective Agreement published under Government Notice R249, dated 4 April 2014, as amended and extended, granted to;

SENATLA PANELBEATERS 8881117
170 CHARLOTTE MAXEKE STREET
PRETORIA WEST
0183

Recognition of such entity's compliance to the provisions of the Collective Agreements, in respect of the attached schedule as at the date of issue of this Certificate, subject to the following conditions:

1. That the holder maintains compliance with the provisions of all requirements contained within the Collective Agreements applicable to this Certificate for the duration of issue.
2. That this Certificate is valid for a maximum of six months from date of issue.
3. That this Certificate is issued strictly as between the Motor Industry Bargaining Council and the abovementioned establishment.
4. That this Certificate does not exempt the employer from adherence to any other requirement as contained within any of the Collective Agreements, as applicable.
5. That this Certificate may be withdrawn by the Council, where it deems fit to do so, on one weeks' notice to the holder, whether or not the period for which it has been issued has expired.

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GS Support

A schedule of the Collective Agreements to which compliance has been achieved applicable to this Certificate of Good Standing is detailed overleaf.

AGREEMENT COMPLIANCE SCHEDULE

a) Administrative Collective Agreement,

- *i. Clause 13 — Returns to the Council*
- *ii. Clause 14 — Subscriptions to Trade Unions*

b) Motor Industry Provident Fund Agreement,

- *i. Clause 5 — Membership*
- *ii. Clause 6 — Contributions*

c) Auto Workers Provident Fund Agreement,

- *i. Clause 5 — Membership*
- *ii. Clause 6 — Contributions*

d) Main Collective Agreement, Division A,

- *i. Clause 3.8 — Payment of Earnings*
- *ii. Clause 3.9 — Deductions from Earnings*
- *iii. Clause 3.10 — Differential Rates of Pay*
- *iv. Clause 3.12 — Commission Work*
- *v. Clause 3.13 — Stand-by and Call-out Allowances*
- *vi. Clause 3.14 — Travelling Allowances*
- *vii. Clause 4 — Regulation of Working Hours*
- *viii. Clause 5 — Leave*
- *ix. Clause 6 — Additional Holiday Pay and Holiday Bonus*
- *x. Clause 7.1 — Termination of Service*
- *xi. Clause 7.3 — Retrenchment Pay*
- *xii. Clause 7.4 — Desertion*
- *xiii. Clause 9.6 — Public Holidays*

*e) **Main Collective Agreement, Division B**,*

- *i. Clause 2 — Wages*

f) Main Collective Agreement, Division C, Chapter 1,

- *i. Clause 2 — Wages*

g) Main Collective Agreement, Division C, Chapter 2,

- *i. Clause 2 — Wages*

h) Main Collective Agreement, Division C, Chapter 3,

- *i. Clause 2 — Wages*

i) Main Collective Agreement, Division C, Chapter 4,

- *i. Clause 2 — Wages*

j) Main Collective Agreement, Division C, Chapter 5,

- *i. Clause 2 — Wages*

k) Main Collective Agreement, Division D,

- *i. Clause 3 (1) — Guaranteed Wage Increases*
- *ii. Clause 3 (2) — Minimum Wage Sector 6*
- *iii. Clause 4 — Payment of Earnings*