

12th May 2020

To: Industry Employers and Employees

RE-OPENING OF BCCEI OFFICES AND CCMA DIRECTIVE

We refer to our circular dated 6th May 2020 regarding the re-opening of the BCCEI offices.

The CCMA issued a directive over the weekend indicating that it would resume its duties from 18 May 2020, which has resulted in numerous queries from the industry regarding how it will affect the BCCEI. As of today's date, we have not yet received any formal feedback from the Department of Employment and Labour (DEL) regarding the opening of our offices and resumption of the Disputes and Enforcement services.

We have however received information that the relevant Regulations will be amended to specifically include Bargaining Councils and the CCMA and it is with the aforesaid in mind that the BCCEI will continue to operate remotely without physical contact with members of the public until we receive the amended Regulations or formal confirmation from the DEL in this regard.

In the meantime, the BCCEI will, however, continue to assist and accept enquiries through non-contact methods such as email, facsimile and telephone and we appeal for all members to continue to observe and abide by all the BCCEI Collective Agreements. The Compliance Department will continue to investigate complaints of possible non-compliance, which could include requests for virtual meetings and copies of documents in an endeavour to resolve the matters as amicably as possible.

For those companies who have resumed operations, please continue with adhering fully to the regulations, as mentioned below.

"DIRECTIVE BY THE MINISTER OF EMPLOYMENT AND LABOUR IN TERMS OF REGULATION 10 (8) OF THE REGULATIONS ISSUED BY THE MINISTER OF COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS IN TERMS OF SECTION 27 (2) OF THE DISASTER MANAGEMENT ACT, 2002 (ACT NO. 57 OF 2002" (*Click [Here](#) for the regulations*)

Your continued support and cooperation in these trying times are greatly appreciated.

Nick Faasen
General Secretary