SABPP FACT SHEET

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BARGAINING COUNCILS

Introduction

Bargaining councils (BCs) are currently under the spotlight in collective employee relations (ER) matters. Such institutions of centralised bargaining are considered by some to be redolent of the collusive past, when big business and big unions got together to strike deals which were good for the big parties and bad for the small parties. Others believe that BCs have made a significant contribution to governance of ER in a specific sector, leading to industrial peace. It is worth noting that "centralised bargaining" is not synonymous with "bargaining council". Centralised bargaining may take place, for example, in the mining industry, but there is no registered BC in place in the industry. The other industries where this occurs are pelagic fishing and automobile manufacturing.

Another common misperception is that the existence of a BC precludes any possibility of shop-floor negotiations. Whether bargaining on any particular issue (for example, minimum wages/actual wages, leave conditions or working arrangements) occurs at BC level or at shop floor level depends on the constitution of the BC and/or specific collective agreements reached within the BC. Thus, the arrangements on such issues can differ between industries.

It is also worth noting that the term "bargaining council" is not synonymous with collective bargaining only. Many BCs also run large social benefit schemes such as retirement funds, sick pay funds, holiday pay funds and even bursary funds.

A Bargaining Council is an organisation set up in terms of the Labour Relations Act of 1995 which provides a forum for collective bargaining between one or more registered trade unions and one or more registered employer organisations on matters such as working conditions and wages. A bargaining council must be registered with the Department of Labour.

This Fact Sheet will cover the legal and practical situation concerning BCs. An understanding of this will contribute towards an HR or ER practitioner making sound judgements about interactions with the relevant bargaining council.

1. History

BCs (originally Industrial Councils) have been around in South Africa for a very long time. They were first established under the old Industrial Conciliation Act of 1924, which was extended radically in 1981 (Labour Relations Amendment Act 57 of 1981) when rights were extended to Black workers.

In 1983 there were 104 industrial councils. As the democratic trade unions grew during the 1980's, they initially avoided these councils, preferring to build their power at shop floor level. However, once these unions began to consolidate their power, and particularly once the "one industry, one union" approach was adopted by COSATU at its formation in 1985, they began to push hard for the extension of the industrial council system by establishing new councils in the previously unorganised industries, such as the chemical industry.

The new Labour Relations Act (66 of 1995) of the democratic government changed the names of these councils to Bargaining Councils and extended their scope to include the public sector for the first time. This gave rise to an enormous increase in the number of employees covered by BCs, which in fact disguised the decrease in the number of private sector bargaining councils.

2. Legislative Framework

The Labour Relations Act (LRA) is the governing statute. Relevant sections are discussed below.

a) Establishment of Bargaining Councils (Section 27)

Unions and employer associations must make a joint application to the Department of Labour to establish a BC, once they have agreed on a constitution, which must comply with the requirements of the LRA.

Nedlac is tasked in terms of the LRA with considering and making recommendations on the demarcation of scope of a BC. (If Nedlac cannot reach an agreement on the demarcation, the Minister can make a demarcation decision.) From there, the Department of Labour must ensure that parties are "sufficiently representative" within that scope.

The constitution of the BC must "provide for the representation of small and medium enterprises".

Applications to become parties to a BC subsequent to the initial registration of the BC must be considered by the BC and either approved or rejected. A party that is refused admission to a BC may appeal to the Labour Court.

BCs may charge a levy to all party employers to finance the running of the BC. Employers and unions that are party to the Council must submit returns of numbers of employees, wages paid and other relevant information. Where Agreements are extended (see section below), those employers affected by the extension must also submit returns.

b) Extension of Agreements to Non-Parties (Section 32)

A BC may apply to the Minister of Labour for an extension of any Agreement to employers who are not party to the Council. The BC does not have to be unanimous in agreeing to apply for the extension – the requirement is that one or more unions who represent the majority of workers employed by employers who are party to the BC and one or more employers' associations who are party to the BC and employ the majority of workers must vote in favour of the extension. The Minister may only grant such an application if the BC itself is representative – that is parties to the BC represent a majority of workers in the sector. If the Minister is satisfied that all requirements have been met, the collective agreement is extended by publishing it in the Government Gazette.

Recent successful court challenges to extensions of agreements have hinged on the lack of representivity of parties to the BC/signatories to the Agreement[1]. According to a 2006 research paper[2] it was found that of the estimated 32.6% of formally employed workers covered by BCs, only 4.6% were covered by extensions to agreements. This initial evidence does suggest that the extensions to non-parties as a source of potential rigidity in the labour market may be overstated. In a recent High Court Judgment[3] some critical issues relating to Section 32 were considered which deal whether the requirements of S32 were met when the Minister of Labour decided to extend the National Main Collective Agreement of the National Bargaining Council for the Clothing Manufacturing Industry to non-parties in the clothing industry.

In terms of Section 32 (5) of the LRA, the Minister also has the discretion to extend an Agreement to non-parties where she can show that, by not extending the Agreement, damage will be done to the collective bargaining system. Unions have publicly stated recently that if the Minister cannot extend the Agreement because of lack of representivity, the unions will apply under this section.

Once the Minister has extended an Agreement, it is compulsory for all employers in the sector to comply. Enforcement officers (agents) can issue compliance notices and ultimately, writs of execution can be issued for non-compliance. Non-party employers may appeal individually against the application of the extension to them and the BC must have an independent panel to adjudicate such appeals.

c) Proposed amendments to the LRA involving BCs

The 2012 proposed amendments to the LRA sought to strengthen the position of non-parties to whom such agreements have been extended and also propose a quicker and more efficient exemption procedure for non-parties. Time periods for consideration of exemptions would be set at 30 days, and appeals also 30 days. The amendment will also limit who may be a member of such an appeal body, to ensure that the body is entirely independent.

Another proposed change is that, before the Minister extends an agreement, a notice must first be published in the Government Gazette and The Minister must consider comments received from the public. Furthermore, the Minister would be compelled to consider the composition of the applicable workforce and the extent to which there may be employees within the sector employed in non-standard forms of employment.

[1] In the December 2012 case in the MEIBC, the case was complicated by the fact that employer parties to the BC failed to agree with each other. Facts relating to representivity are currently in dispute.
[2] Godfrey, S., Maree, J. & Theron, J. 2006. Conditions of Employment and Small Business: Coverage, Compliance and Exemptions. Development Policy Research Unit Working Paper No. 06/106, March 2006. Cape Town: University of Cape Town.

[3] Valuline CC and others v The Minister of Labour and National Clothing Bargaining Council, Case No: 5642/2011.

d) Statutory Councils (Sections 39 – 48)

The LRA provides for a situation where unions and employer associations have not been able to agree on the establishment of a BC. In those circumstances, either unions representing at least 30% of workers in the sector OR employers' associations representing employers of at least 30% of workers in the sector may apply for the registration of a Statutory Council (SC). A meeting will then be called by a Commissioner appointed by the CCMA between all the unions and employer associations in the sector and a constitution must be agreed which conforms to all the requirements of a BC constitution. From that point on, the SC functions in the same way as a BC.

This provision effectively encourages employers and unions to agree on a BC, which requires higher thresholds of representivity, rather than be compelled into a SC.

e) Sectoral Determinations

It should be noted that in several sectors, where there are no bargaining councils or statutory councils, wages and conditions of employment can be unilaterally determined by the Minister of Labour under the Basic Conditions of Employment Act, as advised by the Employment Conditions Commission. It is this mechanism that was used in early 2013 to set new minimum wages in the agricultural sector. The civil engineering industry was, previous to the recent gazetting of the new Bargaining Council, subject to a sectoral determination on minimum wages. Other sectors covered by sectoral determinations are: forestry; contract cleaning; taxi operators; learnerships; private security; domestic workers; wholesale & retail; and hospitality. A total of around 3.5m workers are covered by these Determinations.

3. Current situation

A common perception is that bargaining councils dominate private sector collective bargaining and that bargaining councils are huge, national bodies dominated by large employers and large unions. Neither of these two perceptions is factually based.

a) Coverage

According to the list available on the Department of Labour's website, as at August 2011 there were 40 registered bargaining councils in the private sector and 6 in the local government and government sectors (1 for local government and 1 umbrella plus 4 sectoral councils in the provincial and national government sectors). In addition, there are 3 statutory councils. This total of 49 has dropped considerably from the 77 registered in 1996.

A new council was established in the civil engineering industry in December 2012, after some years in which centralised bargaining between unions and one employer body took place, indicating that employers and trade unions still see advantages to establishing a formal BC.

In addition, there are 3 statutory councils: in the Printing, Newspaper & Packaging Industry; for Squid and Related Fisheries; and for Amanzi (Water Authority).

According to the SA Institute of Race Relations Survey of 2012, only 9.4% of wage settlements were reached through bargaining councils in the second quarter of 2012. According to COSATU, 2.2m workers were covered by bargaining councils. Approximately 1.2m of these are covered by the Public Sector Bargaining Councils. According to Professor Johan Maree of UCT, only 2.9% of all workers (less than 0.5m) are covered by extensions of bargaining council agreements. The percentage of workers covered by bargaining council agreements (based on the 2.2m) is therefore close to 100% for the public sector and around 23% in the private sector.

According to research at UCT[4], in 2005, the industry coverage was as shown below.

	Manufacturing	Construction	Wholesale & Retail	Transport	Financial Services	Commercial Services	Total
Number	469 553	84 300	334 326	160 742	16 488	25 805	1 091 214
% of employees in that industry	34.9%	24.5%	23.3%	38.9%	3.5%	3.3%	22.8%

Note that the above industry break down does not imply one single BC in that industry. There could be several BCs in one industry.

Of the 41 registered private sector bargaining councils, 19 are national in scope, 1 is an in-house BC (Transnet) and 1 is semi-national. In several of these bargaining councils, small and medium enterprises (SME's) dominate (for example, the regional Furniture Manufacturing BCs, the National BC for Clothing Manufacturing Industry and the Metal & Engineering Industry). For a full list of registered bargaining councils, see Appendix I.

b) Effect on wages and employment

The research by the UCT DPRU previously quoted demonstrated that, in the private sector, average wages for employees covered by bargaining council agreements were R2 286, while those for employees outside the bargaining council environment were R3 272. The only group that benefited from bargaining council agreements was Elementary Workers, whose average wages were R1 968 compared to R1 149 for workers outside the bargaining council environment.

A paper written by the Centre for Social Science Research at UCT[5] noted that the last decade has seen job destruction in some industries where BCs operate but concludes that "Job destruction in sectors such as clothing is the consequence not of bargaining councils per se, but more specifically of *the enforcement of wages at a sufficiently uniform and high level, through extensions without wage-related exemptions, so as to curtail the demand from employers for less-skilled labour in labour-intensive production*." [Their emphasis] More information on the job destruction in the Clothing Industry Report can be downloaded from www.cde.org.za which assesses the implications of higher labour cost on labour-intensive growth industries and the role of labour market policies and bargaining councils, trade liberalisation and industrial policy in determining the viability of labour-intensive manufacturing and employment[6].

4. Bargaining Council Agreements

a) Wages and conditions of employment

Agreements can cover minimum wages and actual wages (the latter through agreeing % or Rand increases). Many BC Agreements have complex structures to cater for different types of occupations, different parts of the industry, different geographic regions and so on. The structure of the National Textile BC, for example, allows for different sub-sectors based on processes and products with the autonomy to negotiate wages and conditions of employment for each sub-sector with the result that wages differ widely within the same industry. Agreements also sometimes have phasing in provisions for newly set up companies and concessions for small companies.

[4] Development Policy Research Unit, 2007: Analysing Wage Formation in the SA labour market: The role of bargaining councils

[5] 2012: Institutions, Wage Differentiation and the Structure of Employment in South Africa

[6] 2013: Centre for Development and Enterprise – Job Destruction in the South African Clothing Industry

Minimum wages set by BCs also differ very widely – for example, the Furniture Bargaining Council has a set hourly wage for an unskilled worker of R8.89 whereas the Metal and Engineering Industries Bargaining Council's minimum wage is R18.37.

Conditions of employment typically covered by BC Agreements include hours of work and overtime pay; public holiday work; leave (various types including annual, sick and maternity/paternity); annual shut-downs; severance pay. Other conditions may also be included. It is important that BC collective agreements do not infringe on employees' entitlement and rights as set in the Basic Conditions of Employment Act of 1997.

b) Definitions of small companies

The definition of small companies is determined by each BC and differs considerably between BCs. For example, the Clothing Industry exempts all small business employing up to 5 workers. Some BCs do not have any definition.

c) Inspection and enforcement

BCs may appoint inspection and enforcement agents who can promote, monitor and enforce compliance with BC collective agreements and who may visit employers' premises and issue compliance orders on a range of non-compliant matters which are normally resolved through an Arbitration award. Non-compliant employers may be fined.

Sometimes it is necessary for BCs to request the CCMA to settle disputes about demarcation between sectors and area in cases where employers claim not to fall within the sector and area and that the BC agreement in not binding on them or its employees (S 62 of the LRA).

d) Dispute resolution

BCs have jurisdiction to settle disputes relating to implementation of collective Agreements reached in the BC.

BCs are also permitted, in terms of the LRA, to become agents of the CCMA to settle labour disputes through conciliation and arbitration. A BC must show capacity to handle disputes and typically sets up an independent panel of mediators and arbitrators. A BC that is accredited by the CCMA is the referral channel for disputes arising between both parties and non-parties in the industry – thereby covering the entire industry/sector as defined by the registered scope of the BC. As with the CCMA, there is no cost to employees to access the service.

It would appear that no statistics are compiled regarding referrals of disputes to BCs and how those disputes are settled.

e) Exemptions

The LRA requires that a Bargaining Council must set out an exemptions procedure and an independent panel must review appeals. Both employers who are party to a Bargaining Council and employers to whom an agreement has been extended by the Minister of Labour may apply for an exemption. An employer applying for an exemption must normally show the consent of employees. Exemptions will not normally be backdated, usually apply for a short period of time and are subject to revocation by the Council on short notice. The actual criteria on which exemption applications will be judged differ enormously between councils, for example:

- "The exemption may not contain terms and conditions that would have an unreasonably detrimental effect on the fair, equitable and uniform application in the Industry of any collective agreement concluded in the Bargaining Council"

- "[The exemption application must state]:
  i. The reason for the application sought;
  ii. Latest audited financial statements of the applicant
  iii. A business plan detailing as to how the applicant is going to work towards compliance;
  iv. Schedule of names and job categories of employees so affected;
  v. Current wages earned;
  vi. Confirmation that employees and/or their representatives were consulted and there is consent towards the application."
- "It is fair to both the employer, its employees and other employers and employees in the industry; it will make a material difference to the viability of an applicant's business; and it will assist in overcoming economic hardship occurring during the current of this Agreement and will prevent unnecessary job losses."

According to the 2010 book, Collective Bargaining in South Africa, statistics from the early 2000's on exemptions granted show that around one quarter were refused[7], as shown below. It appears that no later statistics are available.

	2000	%	2002	%	2004	%
Exemptions applied for	494		708		649	
Exemptions granted in full	321	65.0%	432	61.0%	264	40.7%
Exemptions partially granted	22	4.5%	63	8.9%	203	31.3%
Exemptions granted subject to conditions	14	2.8%	28	4.0%	37	5.7%
Exemptions refused	135	27.3%	185	26.1%	145	22.3%

These statistics show a very low number of total applications, indicating possibly a lack of knowledge amongst smaller employers that those exemptions are available.

f) Benefit Funds

BCs are major administrators of pension and provident funds, sick funds, holiday pay funds and so on, as negotiated in the collective agreements. This facilitates continuation of benefits when workers move jobs.

g) Representations to NEDLAC

The LRA provides that BCs may "develop proposals for submission to NEDLAC or any other appropriate forum on policy and legislation that may affect the sector and area".

h) Additional services provided

ER advice and support Some BCs employ specialist ER officers who can give general ER advice and support, which is particularly relevant for small businesses.

Skills development. The LRA provides that BCs may, amongst other functions, "promote and establish training and education schemes". The Artisan Training Agreement of the MEIBC is an example.

Social development A progressive development in this field can be seen in the recently advertised MEIBC seminar on Job Creation and the Role of Bargaining Councils.

[7] Godfrey , S., Maree, J., du Toit, D. & Theron, J. 2010. Juta.

5. The special case of the Public Sector Bargaining Council

The Public Service Co-ordinating Bargaining Council (PSCBC) was set up at the time of the implementation of the LRA in the mid-1990s. It co-ordinates the bargaining of four sectoral public service bargaining councils in one forum. The sectoral councils are: Public Health and Welfare, Education, Safety & Security and General Public Service. The scope of employees covered by the PSCBC is much wider than is normally the case in private sector Bargaining Councils, as professionals and sometimes even managers, fall within the jurisdiction of the PSCBC.

The one council thus has to deal with extremely diverse groups of employees from professionals to general workers working in very different types of occupations. This has in the past lead to difficulty in reaching agreements, the negotiation of Occupational Specific Dispensations (which have proved to be difficult to implement) and, ultimately, to two large scale strikes in the last few years.

6. Advantages and disadvantages of the bargaining council system

The BC system can be considered to have various advantages and disadvantages. Some of these are set out below. However, the way in which some of these factors work might, depending on the individual circumstances of a particular organisation, work as an advantage or a disadvantage. Similarly, for a particular organisation, other factors might be important.

	PARTY TO THE COUNCIL		NON-PARTY
	ADVANTAGES	**DISADVANTAGES**	**IMPLICATIONS**
ALL COMPANIES	Provides structure for setting wage rates which eliminates wages as a source of competition Controls labour turnover in skilled occupations (prevents job-hopping) Pools funds for benefit schemes and therefore probably provides better benefits per R spent Facilitates preservation of benefits when workers move jobs within the industry Shares administration costs of benefits Industrial action hits everyone, so competitors cannot benefit from a strike Provides a structured environment for dealing with a multi-union situation (but also see disadvantage)	Can be difficult to agree on bargaining mandates to suit all companies Complicated to set appropriate representation levels for admission and seats on the council Tends to lead to averaging across the industry – thereby benefiting some but disadvantaging others Removes flexibility to accommodate multi-union situation at plant level in different ways	Loss of control over wage rates, if agreements are extended Additional compliance requirements Additional expenditure on BC levies
SMALL COMPANIES	Expert negotiators are available (if appointed) Saves a lot of time on plant level negotiations Can offer expertise and	Wage levels can, if not carefully negotiated, price small firms out of the market Exemptions process	

	assistance in all IR matters	can be lengthy and difficult, leading to problems of affordability of wage increases The detailed nature of agreements on wages and benefits, including benefits funds, creates an additional regulatory burden	
LARGE COMPANIES	Avoids situation where leading employers become targeted by unions to "set the pace" for wage increases Avoids leap-frogging, where a wage settlement at one company becomes the starting point for negotiations at the next company	Hinders adoption of own Employer Value Proposition as regards wages and conditions of employment Can swamp specific skilled categories into the mass, thereby not allowing employers to make attractive offers Differences in conditions of service between those covered by agreements and benefits and those not	

The probability of occurrence of both the advantages and disadvantages is dependent on

a) The responsibility with which both employers and unions deal with the centralisation of power. This centralisation of power can be used adversarially (thereby causing national strikes) or cooperatively, leading to industrial peace and also industrial development based on certainty within the labour relations environment;
b) The efficiency and effectiveness of the bargaining council organisation in providing services ;
c) How representative the unions and employers' associations that are party to the council are of the entire industry/sector (how much power each party actually has); and
d) How effective the unions and employers that are party to the council are in negotiating sound agreements and ensuring that members implement the agreements (negotiating expertise and discipline)

Deficiencies in any of these aspects will have severe implications, which would undermine the advantages and inflate the disadvantages.

Companies that are not party to a BC in their sector might consider whether it is beneficial to become party and attempt to influence bargaining mandates and therefore Agreements.

It is also very important for the smooth working of industrial relations within the BC environment that each employer's plant level agreements with the union(s) are drawn up with the BC in mind and clearly set out what will or will not happen at plant level. It is commonly agreed amongst employers that so-called "two tier bargaining" should not be permitted – that is, negotiations at both BC and plant level on the same issue.

7. Possibilities for the future

Changes in the labour market will inevitably lead to changes to the Bargaining Council environment. Relevant changes include: the move towards more flexible working, the implementation of the National Development Plan and Industrial Policy leading to less concentration of economic power in a few large organisations, the advent of new unions and fragmentation of the large unions.

The Free Market Foundation is, as at April 2013, applying to the Constitutional Court to declare that section 32 of the LRA is unconstitutional because it effectively gives the right to a non-statutory body (a BC) to legislate for others. The matter involves the Minister of Labour, Minister of Justice and Constitutional Development, 41 BCs and 6 Public Sector BCs. The challenge also include expert views on the economic effects of the current BC system on non-parties and the disadvantageous consequences Section 32 is having for the South African economy, in particular unemployment, employment growth, competitiveness and consumer pricing.

Bargaining Councils which do not include employers who employ the majority of workers in that sector and/or unions who do not represent the majority of workers in that sector will face increasing difficulties because agreements cannot be extended to non-parties and therefore the party employers can be undercut in wages by non–party employers, leading possibly to a loss of competitiveness.

Some reforms will therefore be necessary. Areas that will have to be given attention include:

- Levels of representivity to be party to the councils;
- Levels of flexibility within negotiated agreements;
- Clear definitions and appropriate criteria to cope with small businesses;
- Appropriate criteria to ensure that exemptions deal with business cycles and other market induced problems.

Failure to pay proper attention to these issues might prove to be the Achilles heel of the BC system. HR practitioners can play a useful role in developing appropriate reforms through their employer associations and other appropriate policy formulation institutions.

8. Conclusion

HR professionals in organisations covered by a BC, or the extension of a BC Agreement, should pay careful attention to the structure and functioning of the BC and should:

- Ensure compliance to BC agreements within their own organisation;
- Ensure that all employees are well informed concerning the activities of the bargaining council and how it affects the organisation;
- Prepare and submit applications for exemptions as appropriate to their organisation's circumstances;
- Advocate with their management that the organisation joins the appropriate employer association if not already a member;
- Participate in the BC's employer association mandating processes to ensure that their organisation's voice is heard;
- Identify in which respects shop-floor bargaining can take place, and use that opportunity to deal with company-specific issues;
- Take an active interest in the governance of their BC;
- Use the services offered by the BC where appropriate.

HR professionals in organisations not covered by BCs should keep abreast of developments in this area so that an informed response can be formulated should unions make an approach in this regard.

9. Additional information and resources

- Sabinet can provide copies of all bargaining council agreements. www.sabinet.co.za/

- Office of the Registrar of Labour Relations: 012 309 4132, johan.course@labour.gov.za

- COMPILED AT THE SA BOARD OF PEOPLE PRACTICES BY:

  - MARIUS MEYER (CEO) AND
  - PENNY ABBOTT (HEAD OF RESEARCH).

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www.sabpp.co.za

APPENDIX 1 – LIST OF PRIVATE SECTOR BARGAINING COUNCILS

(Downloaded April 2013 from the Office of the Registrar of Labour Relations, Department of Labour and headed August 2011)

Motor Industry Bargaining Council	www.mibco.org.za
Bargaining Council for the Building Industry (Bloemfontein)	www.bibc.co.za
Building Industry Bargaining Council (Kimberley)	www.bibc.co.za
Building Industry Bargaining Council (Southern and Eastern Cape)	www.bibpe.co.za
Building Industry Bargaining Council (Cape of Good Hope)	www.bibc.co.za
Building Industry Bargaining Council (East London)	www.bibcpe.co.za
Building Bargaining Council (North and West Boland)	www.nnbnwbol.org.za
Bargaining Council for the Diamond Cutting Industry (SA)	011 334 9004
Furniture Bargaining Council	www.furnbed.co.za
Furniture Bargaining Council for the Furniture Manufacturing Industry of the Western Cape	www.furniture.org.za
Bargaining Council for the Furniture Manufacturing Industry, KZN	www.bcfmikzn.co.za
Bargaining Council for the Furniture Manufacturing Industry of the Eastern Cape	041 487 1874
Bargaining Council for the Furniture Manufacturing Industry of the South Western Districts	021 448 4436
Bargaining Council for the Hairdressing Trade, Cape Peninsula	www.cnbc.co.za
Hairdressing and Cosmetology Bargaining Council KwaZulu-Natal	www.ncbckzn.co.za
Bargaining Council for the Hairdressing and Cosmetology Trade, Pretoria	www.hcsbc.co.za
Hairdressing and Cosmetology Services Bargaining Council (Semi-National)	www.hcsbc.co.za
Metal and Engineering Industries Bargaining Council (National)	www.meibc.co.za
Bargaining Council for the Jewellery and Precious Metal Industry (Cape)	021 418 9320
Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Cape)	www.laundrybc.co.za
Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Natal)	www.ntbc.co.za
National Bargaining Council of the Leather Industry of SA	031 305 8230
Bargaining Council for the Meat Trade, Gauteng	011 646 0290

National Bargaining Council for the Road Freight and Logistics Industry	www.nbcrfi.org.za
National Bargaining Council for the Sugar Manufacturing and Refining Industry	031 508 7331
Bargaining Council for the Restaurant, Catering and Allied Trades	www.bcrcat.co.za
Bargaining Council for the Food Retail, Restaurant, Catering and Allied Trades	www.cateringcouncil.co.za
South African Road Passenger Bargaining Council	021 685 0769
Motor Ferry Industry Bargaining Council of South Africa (National)	021 422 2507
Bargaining Council for the Canvas Goods Industry (Witwatersrand and Pretoria)	011 334 4229
Bargaining Council for the New Tyre Manufacturing Industry (National)	041 487 1874
Bargaining Council for the Grain Corporation (National)	012 323 4061
Bargaining Council for the Contract Cleaning Services Industry (KwaZulu-Natal)	www.bccci.co.za
Transnet Bargaining Council (National)	www.tbc.co.za
National Bargaining Council for the Electrical Industry of SA	www.nbeci.co.za
National Bargaining Council for the Chemical Industry	www.nbcci.org.za
National Bargaining Council for the Wood and Paper Sector	www.nbcwps.org.za
Bargaining Council for the Fishing Industry (National)	021 421 0336
National Bargaining Council for Clothing Manufacturing Industry	www.nbc.co.za
National Textile Bargaining Council	www.ntbc.co.za