

EXPERT ADVICE, SUPPORT AND EXCLUSIVE BENEFITS

Unfair Labour Practices | Dismissals | Retrenchments

We provide professional advice and representation at Conciliation, Arbitration, Labour Court and Labour Appeal Court, where required, at no additional cost to members. We also assist members with disputes on Collective Agreement contraventions by their employers, disciplinary hearings and grievance processes. 100% of all amounts obtained through settlement negotiations and/or awards are paid to the respective member(s). As a MISA member, help is a phone call away. Kindly contact our Legal Department on (011) 476 3920 for assistance. Conditions may apply in some instances.

MISA BENEFIT AND FUNERAL FUND

MISA Death Benefit Fund: R42 500

Subject to 26 weeks' consecutive contributions, all active MISA members will automatically qualify for this death benefit. In the event of suicide, 104 weeks' contributions must have been received. Payments are made directly to the nominated beneficiary upon the death of a member and the benefits do not become assets in the deceased person's estate.

If you make use of AVBOB (a preferred provider), funeral claims will be guaranteed subject to specified conditions.

ADDITIONAL DEATH AND FUNERAL BENEFIT FOR MISA MEMBERS WHO BELONG TO THE SICK, ACCIDENT AND MATERNITY PAY FUND

Subject to eight consecutive weeks' contributions, MISA members and dependants, as stipulated in the Fund Rules, at RMI establishments, qualify for an additional death and funeral benefit:

Death Benefit for the member: R15 000

The following FUNERAL BENEFIT(S) will be paid in respect of:

The member: R10 000 | The member's spouse: R10 000 | Children over the age of 18 who are registered as full-time students: R10 000 | The child of the member 14 to 18 years of age: R10 000 | The child of a member younger than 14 years: R7 000

NOTE: Funeral benefits of R10 000 will be limited to the payment of three claims (which includes the payment of the Funeral Benefit for the member) per annum and in the event of Funeral Benefits of R7 000, a limitation of two claims per annum applies.

Employee Death & Funeral Benefits: 086 099 4147 | Fax: (011) 388 2798 | info@misa.org.za

FINANCIAL SUPPORT WHEN IT COUNTS

Maternity Benefit

A maternity benefit to the value of R2 500 is payable subject to a total of 26 weeks' consecutive contributions. Application must be made within 17 weeks from date of birth.

Retrenchment Benefit

A retrenchment benefit to the value of R2 500 is payable subject to a total of 26 weeks' consecutive contributions. Application must be made within 13 weeks from date of retrenchment.

Ill-health/disability Benefit

An ill-health/disability benefit to the value of R2 500 is payable subject to a total of 26 weeks' consecutive contributions. Application must be made within 13 weeks from date of approval by the Retirement Fund.

Contingency Reserve

This Fund is administered by MIBCO and provides financial support to members in the event of the liquidation of their employers' businesses.



MISA encourages and assists its members with personal and professional development and offers the following:

EDUCATED MEMBERS

The Educated MISA Members Programme*: Subject to specified criteria, MISA will assist 200 eligible MISA members in obtaining a Matric or a Matric equivalent qualification between 1 January and 31 December with a R2 500 benefit per qualifying member.

The MISA Study Assistance Programme gives 70 MISA members, per annum, the opportunity to further their tertiary studies through a recognised and/or duly registered institution by means of a benefit of up to R10 000 study assistance, subject to specified criteria.

The MISA Bursary Fund annually offers 50 bursaries of R10 000 each to help fund the tertiary studies of children of MISA members, subject to specified criteria.

** Please note: Claims can only be submitted from 1 January the following year, for a period of 13 weeks on a first-come-first-served basis, subject to 26 weeks' consecutive contributions.*

FORWARD-THINKING FINANCE

Retirement Option – Exclusive for MISA members

Making adequate provision for retirement should be a priority for all members. Nedbank Private Wealth, a high-end private bank which is part of the Nedbank Group, has developed an exclusive product for MISA members. The normal minimum investment amount is R750 000, but MISA members can invest in this fund from R250 000. While this product is aimed at MISA members who are 55 and older, those members who are not yet 55, but who are prepared to invest the minimum amount, will also qualify. For more information, contact Deon Goosen (on 012 436 7134) or Leon Oosthuysen (on 012 436 7101) at Nedbank Private Wealth.

MISA encourages and assists its members in living a healthy, balanced life.

HEALTHY MEMBERS

Healthy MISA Members*

Subject to specified criteria, MISA will pay an amount of R2 500 per member per annum to 200 eligible MISA members who were off sick from work for a period of two days or less from 1 January to 31 December, and who attended at least one medical examination or participated in at least one wellness campaign during the year.

Healthy MISA Women*

Subject to specified criteria, MISA will pay an amount of R2 500 (per female member) per annum to 200 eligible female members who attended to their health by doing a mammogram or pap smear during 1 January to 31 December.

** Please note: Claims can only be submitted from 1 January the following year, for a period of 13 weeks on a first-come-first-served basis, subject to 26 weeks' consecutive contributions.*



LAST WILL AND TESTAMENT | LIVING WILL

MISA provides members with an important additional benefit, namely the drawing up of a Last Will and Testament and/or Living Will at no additional cost. If MISA is appointed as Executor of the Estate, the following reduced fees are applicable:

3% on the value of your estate. | 5% on any income generated by your estate.

DOMESTIC WORKERS: SERVICE CONTRACT AND UIF REGISTRATION

MISA can prepare a service contract for your domestic worker at no cost. In addition to this, and pursuant to the requirement that all domestic workers must be registered for UIF, MISA will also undertake the registration of a member's domestic worker for UIF once the contract has been finalised.

COLLECTIVE BARGAINING

Members enjoy the focused approach of a well-versed collective bargaining team representing the members' interests in the negotiating process dealing with wages and conditions of employment. MISA is party to MIBCO and represents its members on all forums within the structures, both on a regional and national level.

SICK, ACCIDENT AND MATERNITY BENEFIT FUND

Sick Pay

Sick pay for 10 days per annum at 100% of daily remuneration and thereafter an additional five days at 50% daily remuneration.

Accident Pay

Accident pay for 40 days per annum at 75% of daily remuneration.

Maternity Benefits

Maternity benefits for female staff members at 30% of daily remuneration for 17 weeks.

MISA members at RMI establishments qualify for exclusive sick leave benefits under this agreement.

COMMUNICATION: FREE NEWSLETTERS

As a MISA member, you will also receive the MISA eDATA, a free monthly electronic newsletter. MISA also produces a bi-annual printed MISA DATA to keep you informed of all the latest developments in the world of work.



MISA Member
Industry
Organogram

Explaining where you fit in as
a valued MISA Member.

MOTOR INDUSTRY STAFF ASSOCIATION

MISA

THE INTELLIGENT ALTERNATIVE | WWW.MISA.ORG.ZA

MISA, THE INTELLIGENT ALTERNATIVE

Registered Trade Union Ref. No.: LR 2/6/2/1226

f Motor Industry Staff Association (MISA) in Motor Industry Staff Association (MISA)

(011) 476 3920 | info@ms.org.za @MISStaffAss misasa01 www.misa.org.za

Mobile App:



MISA

MISA is your trade union organising, representing and providing benefits to office, stores, sales and clerical employees, artisans and apprentices/learners in the sector. MISA is the result of the merger between the previous *Motor Industry Staff Association (MISA)*, registered in 1949 and the *Motor Industry Employees' Union of South Africa (MIEU of SA)*, registered in 1929 and registered in terms of the Labour Relations Act (LR 2/6/2 1226).

2019 CONTRIBUTIONS

Your membership contributions are only R24.50 per week and should reflect as either R98.00 or R122.50 on your salary advice, depending on whether the month has four or five weeks. For those members whose employers have a standard monthly deduction, the deduction will amount to R106.17. Check your salary advice to ensure that your employer deducts the correct amount for MISA membership. MISA also provides an option for members who opt to become self-paying members as well as employers to pay directly into the MISA account.

MISA MISSION



- ✓ Protection and advancement of our members' interests.
- ✓ Benefits offering value for money.
- ✓ Service of the highest order.

MISA is a Registered Trade Union in the Retail Motor Sector.

MISA VISION



The Motor Industry Staff Association envisions to become and remain the most relevant Union within the Retail Motor Industry and to use the Association's influence for the direct benefit of its membership. Its vision is further to create a more conducive working environment between Employer and Employee without sacrificing on exclusivity, norms, values and ethos established over its many years of existence.

MIBCO

+27 86 166 4226

MIBCO is the bargaining council, registered in terms of the Labour Relations Act, which collects all contributions on behalf of the funds in the industry. It is also the forum where minimum wages and conditions of employment are negotiated and which ensures that there is compliance with those agreements through the conducting of routine inspections by council agents. To finance MIBCO, all employees in the industry pay a weekly council levy, payment of which is divided equally between the Employer and Employee.

The current council levy amounts to R6.04 per week (R3.02 payable by the employee and R3.02 payable by the employer).

MIFA

+27 11 561 9300

MIFA (Pty) Ltd is a registered private company in terms of the Companies Act and is responsible for the administration of the *Motor Industry Provident Fund*, *Auto Workers Provident Fund* as well as the *Motor Industry Pension Fund* and registered in terms of the Pension Funds Act.

MIBCO DRC

+27 86 166 4226

One of the functions of the Motor Industry Bargaining Council is to perform dispute resolution functions in line with Section 51 of the Labour Relations Act 66 of 1995. The MIBCO Dispute Resolution Centre (DRC) is accredited by the CCMA to deal with statutory as well as labour disputes within the Retail Motor Industry.

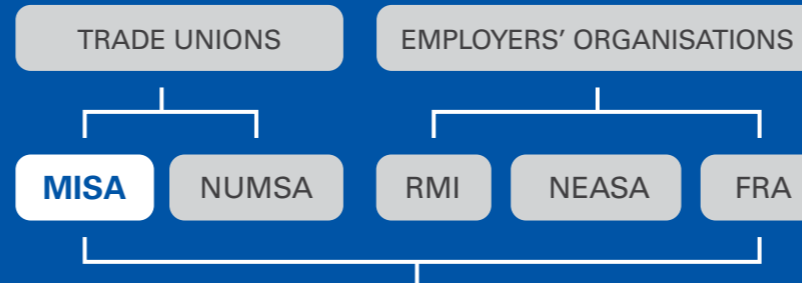


The Retail Motor Industry Organogram

The Motor Industry Staff Association organises and represents employees in the 14 designated trades of the retail motor sector, including motor vehicle sales, parts sales, office and clerical, artisans, apprentices/learners, accountants and bookkeepers, managers and unqualified technical employees.

You are a member of MISA!

Subscription only R24.50 per week.



Labour Relations Act

**Motor Industry Bargaining Council
MIBCO**

COLLECTIVE BARGAINING

- Minimum Wages and Conditions of Employment
- Retirement Funds
- Sick, Accident and Maternity Fund
- Contingency Reserve Fund

CONTRIBUTION COLLECTIONS

AGREEMENT ENFORCEMENT

DISPUTE RESOLUTION CENTRE

THE BENEFITS OF BELONGING TO THE MOTOR INDUSTRY STAFF ASSOCIATION



SUPPORT

when you need it most



With MISA, you have a dynamic trade union at your side. Whether it's a career glitch, a new baby, illness, or an unfair labour practice, with the Motor Industry Staff Association (MISA) you are covered.

Subscription only **R24.50 per week.**



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