

**National Office**Metal Industries House • 1st floor

42 Anderson Street • Johannesburg 2001

P.O. Box 9381 • Johannesburg 2000

Telephone: (011) 639 8000 • **Facsimile:** 086 636 8690www.meibc.co.za

VAT No: 4120260544

To : All Employers Who are Signatories to the Consolidated Main Agreement

From : The Office of the Council Secretary

Date : 28 October 2026

Subject : Declaration of Public Holiday on Wednesday 4 November 2026 (Voting Day) and Payment Provision in terms of the Main Agreement **ONLY** Applicable to Employers who are Members of an Employer Organisation that is a Signatory to the Main Collective Agreement

Circular No : 2026/10

In terms of Section 2A of the Public Holidays Act of 1994, Wednesday 4 November 2026 – the date for Local Government Elections - has been declared a Public Holiday throughout the country.

PAYMENT FOR PUBLIC HOLIDAYS ITO THE MAIN AGREEMENT (CLAUSE 11)

In accordance with Clause 11 of the Consolidated Main Agreement, the following provisions for payment to employees for public holidays apply:

1. If an employee DOES NOT work on a public holiday, which is otherwise an ordinary working day (including periods of short-time and lay-off), he/she shall be paid at his/her ordinary hours of that day of the week.
2. If an employee WORKS on a public holiday, which is otherwise an ordinary working day, he/she shall be paid at his/her ordinary rate for the ordinary hours of that day of the week PLUS X1.33 times the hourly rate. Hours worked beyond the ordinary hours shall be paid an additional X2.5 times the ordinary hourly rate.
3. Where an employee is involved in shift work, of which part of the shift hours is worked on a public holiday, that employee must be granted leave on the shift prior to or subsequent to the public holiday. In such case, the employee is paid according to the provisions outlined in item 1 above.

Cape Town
Office 1401 14th
Floor Golden Acre
Adderly Street

L: 021 421 6140
F: 086 636 8696

Dispute Resolution
P.O. Box 9381
Johannesburg 2000

L: 011 834 4660
F: 086 636 8699

East London / Boarder
P.O. Box 13162
Vincent, 5217

L: 043 743 7790
F: 086 636 8691

Gauteng Regional Office
P.O. Box 9381
Johannesburg, 2000

L: 011 639 8000
F: 086 636 8689

George
2nd Floor
Eagles View Building
5 Progress Street

L: 044 873 3200
F: 044 873 3212

KwaZulu Natal
P.O. Box 5900
Durban, 4000

L: 031 305 4761
F: 086 636 8693

Port Elizabeth/ Midlands
P.O. Box 12848
Centrahill, 6006

L: 041 586 1542
F: 086 636 8694

Richards Bay
P.O. Box 1563
Richards Bay, 3900

L: 035 789 2084
F: 086 636 8698

Tshwane
P.O. Box 570
Pretoria, 0001

L: 012 407 3700
F: 086 648 3582

Welkom
P.O. Box 30095
Moreskof, 9462

L: 057 352 4142
F: 057 352 5093
/086 636 8697

Witbank
P.O. Box 3787
Witbank, 1035

L: 013 658 9400
F: 086 636 8695

Employers having any queries on the above are invited to phone the Office on (011) 639 8000.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'Sizelo Nduna', written over a horizontal line.

Sizelo Nduna
Council Secretary