



# NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

## HEAD OFFICE

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15 April 2020

Commissioner Teboho Maruping  
Unemployment Insurance Fund  
The Department of Employment & Labour  
Email: [teboho.maruping@labour.gov.za](mailto:teboho.maruping@labour.gov.za)

Dear Commissioner Maruping

## **FURTHER LETTER OF CONCERN: COVID-19 UIF BENEFITS FOR CLOTHING AND TEXTILE INDUSTRY EMPLOYEES**

I refer to my letter dated 11 April 2020 to you, and to which you had replied as follows late evening on 12 April 2020:

*"Good evening colleagues;*

*I am appealing for your patience. All that needs to be done has been done to process the claims received. The requirements for audit purposes are stringent and we have to take reasonable care to make sure we have done all we can.*

*We are finalising our processes and payments will be done starting from Tuesday the 14<sup>th</sup> of April 2020.*

*Kind Regards".*

Following the meeting of our Co-ordinating Committee held at 08h30 yesterday morning, we caused the clothing industry bargaining council to issue an industry circular, formally advising employers and employees of your response.

I now advise you that, as at this morning of Wednesday 15 April 2020, we still had not received any worker UIF funds due to our industry employees, to give effect to the provisions of sub-clause 4.1 of Annexure A of our Agreement with the UIF.

Already, we are non-compliant and in legal breach of the previous "Week 2" payment provisions of sub-clause 4.1 of Annexure A of our Agreement with the UIF. This is exclusively because we have to date not received any UIF funds due to over 60 000 employees, covered by the terms of our Agreement with the UIF.

Most employers have honoured their voluntary wage payment commitments for "week 3", as per the provisions of sub-clause 4.1 of Annexure A of our Agreement with the UIF. These "week 3" wage

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payments were not dependent on UIF monies. It means that to date, our industry's employers have met their commitments, but the UIF has not.

In my letter dated 11 April 2020, I specifically pointed out to you that companies in our industry are required to commence their wage payroll administration arrangements by yesterday, 14 April 2020, if they are to give timeous effect to the wage payments due to our industry's employees, as per the "week 4" provisions of sub-clause 4.1 of Annexure A of our Agreement with the UIF.

As at this morning, we had not received any funds from the UIF, as is due to our industry's employees as per the provisions of sub-clause 4.1 of Annexure A of our Agreement with the UIF.

This means that the chances are now very real that more than 60 000 of our industry employees might not receive their "week 4" wages, in breach of the provisions of sub-clause 4.1 of Annexure A of our Agreement with the UIF.

In my letter dated 11 April 2020 to you, I had cautioned as follows:

*"Should employees not timeously receive their wage payments due from their COVID-19 TERS benefits next week, we face a disaster of unimaginable proportions.*

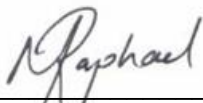
*It is my considered view that we should jointly do everything possible to avoid such a terrible scenario".*

That scenario seems to be a real possibility now.

Already, you might have noticed that there has been sporadic outburst of violent protests on the Cape Flats, due to complaints of extreme hardships under lockdown conditions. This might escalate and be exacerbated, and spread to other provinces, since many of our industry's employees and their families (more than 500 000 of them) come from such poor working-class communities.

Once again, I would appreciate it that you advise by 12h00 today, Tuesday 15 April 2020, by when specifically we can expect to receive the worker UIF funds due to us, in order for us to give effect to the binding terms of the provisions of sub-clause 4.1 of Annexure A of our Agreement with the UIF.

Yours faithfully



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**Marthie Raphael**  
**National Chairperson**  
**National Bargaining Council for the Clothing Manufacturing Industry**