

24 March 2020

To: Industry Employers and Employees

URGENT COMMUNICATION IN RESPECT OF ANNOUNCEMENT BY THE PRESIDENT IN LIGHT OF COVID-19

There are many things to be anxious about with the COVID-19 (Coronavirus Disease 2019) pandemic, but the first is the health of our family and friends. Unfortunately, we cannot overlook the impact the lockdown is going to have on the economy. People are already out of work, and many more may be out of work in the coming weeks, showing that this is both a health and economic crisis.

The BCCEI is inundated with calls from concerned employers regarding the negative impact that the coronavirus outbreak is causing to both companies and employees and the effect of the lockdown from midnight on the 26 March to midnight 16 April 2020 (Twenty-one (21) days).

Employers may want to consider short-time provision of such payment to their employees, as stipulated in the BCCEI Conditions of Employment Agreement, with the need to maintain a commercially viable business.

I enclose herewith the statement from the President, a guide on the Compensation for Occupational Injuries and UIF – Easy Guide to Employers

We also attach herewith an article from Cliffe Dekker Hofmeyr Inc. outlining further details.

Please Note:

- All dispute processes are suspended until 30 April 2020;
- All processes scheduled in May 2020 will continue subject to any further announcement by the President.

Nick Faasen

BCCEI General Secretary