

25 MARCH 2020

NOTICE TO INDUSTRY_COVID-19 NATIONAL LOCKDOWN

The BIBC notes with great concern, the daily increase in COVID-19 infection rates in South Africa. The Construction sector as well as the BIBC operation are NOT designated essential services. This means that the BIBC will be closed for the duration of the lockdown that extends from midnight on Thursday 26th March until midnight on Thursday 16th April 2020.

There have been a number of proposals and suggestions coming from the industry and we have considered these inputs in order to formulate this formal response to the National Lock-down.

HOLIDAY FUND AND BONUS BENEFIT ADVANCE

The BIBC will pay out all Holiday Fund and Bonus benefits processed for the current benefit year i.e. from 1 November 2019 to 26th March 2020 actual amounts received. This advance will be processed by 31st March 2020. This payout will only be available to the employees of the compliant employers and will be based upon the amounts available in respect of the current benefit year.

We will be using the current bank details on file so do not visit the BIBC offices for payment as we will be closed.

Please note that this is an advance. The amount paid out will be deducted in the normal year-end payout.

BENEFIT PURCHASES

Due to the fact that no employees will be working, no benefits and council levies will be purchased during the period of Lock-down. This period includes any extensions to the initial period communicated by President Cyril Ramaphosa.

All correspondence to be addressed to the Secretary

The BIBC House • 81 Voortrekker Road, Bellville 7530 • Private Bag X29, Bellville, 7535 • Tel: 021-950 7400 • Fax: 021-950 7405
Seven Oak Centre, Somerset West • Private Bag X29, Bellville, 7535 • Tel: 021-851 2160 • Fax: 021-950 7405
29 Lady Grey Street, Garlink Building, Paarl 7646 • PO Box 323, Paarl 7620 • Tel: 021-872 1505 • Fax: 021-872 2301
2 Argon Street, Sandbaai, Hermanus 7200 • PO Box 1825, Hermanus 7200 • Tel: 028-312 2861 • Fax: 028 312 2866
Email: bibc@bibc.co.za • Website: www.bibc.co.za
Registered under the Labour Relations Act No. 66 of 1995

LEAVE

The National Disaster Benefit is managed by the Unemployment Insurance Fund (UIF) and makes provision for employers in distress to apply on behalf of employees. The BIBC implores employers to assist their employees during these 13 working days (21 calendar days).

2020/2021 HOLIDAY PERIOD

In terms of the main Collective Agreement, the holiday period for the 2020 year-end has already been concluded. However, parties to the main Collective Agreement will continue discussions to evaluate the implications of the Lock-down. The outcomes of negotiations in this regard, will then be duly communicated.

COMMUNICATIONS ON COVID-19

We urge you to comply with the periodically published guidelines and directives issued by government departments and their designated agencies. As responsible citizens, it is crucial that you familiarise yourselves with credible information. The National Government website provides information pertaining to COVID-19. Visit the website at <https://www.gov.za/Coronavirus> for links to and information on:

1. Guides for Employers on COVID-19
2. Definition of Essential Services as per the Disaster Management Act
3. Debt-relief for both individuals and businesses
4. Safety nets for persons operating in the informal sector
5. Relief Schemes for employees and employers across sectors
6. Benefits available via the Unemployment Insurance Fund
7. Benefits available via the Compensation for Occupational Injuries and Diseases Act
8. Fake news

The BIBC will post credible and relevant information periodically relating to COVID-19. It is of utmost importance also, that individuals refrain from circulating fake news through social media platforms.

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If the news item is not from a credible source and verified as being genuine then please do not share it.

BIBC SERVICES DURING LOCK-DOWN

An internal risk assessment of the BIBC operation was conducted and the BIBC is able to offer limited services remotely for as long as we have the resources to do so including:

- Processing of claims already in the system (submitted by 26th March; 12h00)
- Processing of claims where documents have been submitted electronically.

COMMUNICATION WITH BIBC

The COVID19@bIBC.co.za helpdesk email address must be used for all communications during the Lock-down period. No other email addresses will be active during this period. This will assist greatly in efforts to manage communications with employers and employees more efficiently.

A dedicated helpline will also be set up for telephone queries during this period. The following telephone numbers are available during office hours i.e. 09h00 to 15h00:

Sick Fund	:	(021) 950 7443
Medical Aid	:	(021) 950 7438
Pension Fund	:	(021) 950 7453
Benefit Sales	:	(021) 950 7465
Compliance	:	(021) 950 7423

COMPLIANCE REGISTER

The Compliance Register will be off-line for the duration of the Lock-down.

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IN CONCLUSION

The BIBC is committed to providing credible and regular communication during this period. We wish everyone the best during these trying times and be assured that we are all in this together.

SECRETARY

PEARL PUGIN

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