

IN THE BUILDING INDUSTRY BARGAINING COUNCIL(CAPE OF GOOD HOPE)

Case Number: 20241011003

Date: 31 January 2025

In the matter between

**Building Industry Bargaining Council (Cape
of Good Hope)**

Applicant

And

Kuphela Cupboards

Respondent

ARBITRATION AWARD

DETAILS OF THE HEARING AND REPRESENTATION

1. The arbitration hearing was scheduled for 31 January 2025 at 11:00 at the Building Industry Bargaining Council's offices in Somerset-West. Samkelisiwe Duma, the designated agent represented the applicant, whilst no appearance was recorded on behalf of the respondent. The record showed that the respondent was notified of the proceedings by email and SMS on 15 January 2025. The record further shows that the email address and mobile phone number provided are correct as last recorded by the Council.
2. The applicant submitted a bundle of documents, of which the contents were not disputed and accepted as evidence into the record unless otherwise indicated.

ISSUE TO BE DECIDED

3. The alleged contraventions of the Building Industry Bargaining Council's Collective Main Agreement, as set out in the details of Contraventions (Annexure A), are to be determined.

SUBMISSIONS OF THE PARTIES

APPLICANT:

4. Samkelisiwe Duma submitted that following a routine inspection on 17 September 2024 at 2 Chapman Drive, Gordon's Bay it was found that the respondent was in contravention of Clauses 6 (registration as an employer) 8 (registration of employees) and 29 to 33 (failure to contribute to employee benefit funds) of the applicant's Collective Agreement. The respondent was informed on 30 September 2024 via email of the contraventions of the Collective Agreement.
5. The respondent was issued with a compliance order number 20241011003 by email on 11 October 2024 concerning non-compliance with clauses 6 (registration as an employer), 8 (registration of employees), and 29 to 33 (failure to contribute to employee benefit funds) of the applicant's Collective Agreement. The respondent has failed to comply with the compliance order and the matter was referred to Arbitration. The applicant is seeking an award ordering the respondent to comply with the applicant's Collective and payment of arbitration fees.

ANALYSIS OF EVIDENCE AND ARGUMENT

6. Section 138(7)(a) of the Act requires a Commissioner to issue an award with a brief reason for his decision. All evidence by the applicant was considered, but only facts that were pertinent to the fair determination of the dispute were assessed. I have considered all evidence in determining the dispute.
7. Having heard and considered the evidence submitted by the parties, I am satisfied that the respondent is bound by the applicant's Collective Agreement and accordingly find that the respondent has contravened the provisions of Clauses 6, 8, and 29 to 33, as referred to above in the submissions of the applicant.

AWARD

8. Having considered the submissions, I order the following:
 - a. The respondent is ordered to make payment to the applicant in respect of the amount as specified in subparagraph 8.1, and to submit to the applicant proper wage records and or time sheets for the period 1 November 2023 to 11 October 2024 and to register as an employer together with all employees within 14 days from receiving this award.

8.1	Clause Heading	Amount
	Arbitration Fee	R5 077.87
	Total:	R5 077.87

9. The respondent is ordered to pay the amount of R5 077.87 to the applicant within 14 days of receiving this award.



BARGAINING COUNCIL COMMISSIONER: Stephan Cloete

Date issued: 11 February 2025