

BCCEI

Bargaining Council for the
Civil Engineering Industry

21 September 2018

PRACTICE NOTE: FAMILY RESPONSIBILITY LEAVE CYCLE

During the recent National Negotiations that were concluded on 18 June 2018, the parties to the Bargaining Council for the Civil Engineering Industry agreed to amend Clauses 4.2 and 4.6 of Chapter II of the Conditions of Employment Collective Agreement to read as follows:

“4.2 Subject to sub-clauses 4.1 an employee is entitled to 12 (twelve) days paid family responsibility leave in the employee’s family responsibility leave cycle. However, an employee may not take more than 4 (four) days family responsibility leave in the first 12 (twelve) months of employment.

4.2.1 An employee is entitled to take family responsibility leave at the request of the employee –

4.2.1.1 when the employee’s child is born;

4.2.1.2 when the employee’s child is sick; or

4.2.1.3 in the event of death of –

(i) the employee’s spouse or life partner; or

(ii) the employee’s parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.

4.6 An employee’s unused entitlement to leave in terms of this clause lapses at the end of the family responsibility leave cycle in which it accrues.”

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"Family Responsibility Leave Cycle"- means the period of 36 (thirty-six) consecutive months' employment with the same employer immediately following

- *An employee's commencement of employment; or*
- *The completion of that employee's prior family responsibility leave cycle."*

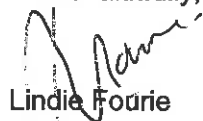
It needs to be noted that the Conditions of Employment Collective Agreement was published in the Government Gazette on 7 September 2018 and will be binding on all employers and employees in the civil engineering industry from 24 September 2018.

When determining the family responsibility leave cycle, kindly be reminded that it should be linked to the respective employee's sick leave cycles and as such:

- New employees employed on or after 24 September 2018 will commence with the family responsibility leave cycle from date of employment;
- Current employees with less than 1 (one) year service are only entitled to take 4 (four) days family responsibility leave within the first year of employment and will qualify for the remaining balance of the 12 (twelve) days from year 2 (two) onwards of their employment;
- Current employees with more than 1 (one) year service and with more than 1 (one) year left in their sick leave cycles, add 8 (eight) days to current family responsibility leave balance;
- Current employees with more than 1 (one) year service and who are in the final year of their sick leave cycles, add 4 (four) days to current family responsibility leave balance.

Please do not hesitate to contact the Compliance Department for assistance.

Yours faithfully,



Lindie Fourie

Operations Manager