

# **SICK PAY FUND RULES**

## **FREQUENTLY ASKED QUESTIONS**

### **HOW DO I BECOME A MEMBER OF THE FUND?**

All Union members are automatically members.

### **HOW DO I TERMINATE MY MEMBERSHIP?**

A collective agreement binds for the whole period of the collective agreement every person bound in terms of subsection 1(c) who was a member at the time it becomes binding, whether or not that person continues to be a member of the registered trade union or registered employers' organisation for the duration of the collective agreement.

### **DO I HAVE TO HAVE A DOCTOR'S NOTE?                      YES**

### **HOW MUCH SICK LEAVE AM I ENTITLED TO PER YEAR?**

60 Days per year.

If you are off ill for one or two days, neither the Employer nor the

Fund is obliged to pay you.

If you are off ill for three days or longer:

The first six days you will be paid half the rate of the prescribed basic salary and thereafter full rate. (Illness must be for a continuous period)

### **DO I GET PAID WHILE ON MATERNITY LEAVE? NO**

YOU must claim benefits from UIF.

### **DOES MY FAMILY RECEIVE ANY PAYMENTS IF I DIE?**

Members are only entitled to a death grant if they have been members of the fund for 3 years.

### **HOW DO I SUBMIT MY CLAIM?**

Fill in the prescribed claim form and submit it with a Doctor's note. You can Fax it to: (011) 760-1274 **OR** Post it to: P O Box 1963, Roodepoort, 1725.

### **HOW LONG DO I HAVE TO SUBMIT MY CLAIM?**

Within 90 Days after the month in which the illness happened.

Members qualify for death grants according to the following table:

Membership under 36 months	R Nil
Membership for 36 to 60 months	R2000
Membership for 61 to 120 months	R3000
Membership for 121 to 300 months	R4000
Membership for more than 300 months	R6000

***Please make sure that you have nominated a Beneficiary and that the Fund is aware of it.***

### **IF I DIE IN AN ACCIDENT OR VIOLENT ACT DOES MY BENEFICIARY RECEIVE ANYTHING?**

**YES**, there is a payout of R20'000 with certain conditions attached.

### **WHAT happens to Sick Leave if I DON'T belong to the Fund?**

An Employee who is not a member of the Fund or is not entitled to the benefits from the Fund for any reason, is entitled to similar sick leave benefits but at the cost of that employee's employer and not at the cost of the Fund.

**ALL HAIRDRESSING AND COSMETOLOGY SALONS THAT FALL IN THE BARGAINING COUNCIL'S JURISDICTION  
DO NOT FALL UNDER THE BASIC CONDITIONS OF EMPLOYMENT ACT.**