

**SUBSTANTIVE AGREEMENT**  
**ON WAGES AND OTHER CONDITIONS OF EMPLOYMENT**  
**FOR THE**  
**SAWMILLING CHAMBER**  
**of the**  
**NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER SECTOR.**

*This Agreement is between*

**THE EMPLOYERS' ASSOCIATION FOR THE SAWMILLING INDUSTRY**

*"THE EMPLOYERS"  
on the one hand*

and

**CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED  
WORKERS' UNION  
(CEPPWAWU)**

and

**UASA – THE UNION  
(UASA)**

and

**SOLIDARITY**

*"THE UNIONS"  
on the other hand*

*D. T.*  
*[Signature]* 1 *[Signature]*  
*[Signature]*

**1. Preamble**

**WHEREAS** the Employers and the Trade Unions have been engaged in collective bargaining, under the auspices of the National Bargaining Council for the Wood and Paper Sector, to review the terms and conditions of employment in the Sawmilling Chamber;

**WHEREAS** the Parties have now reached an agreement on wages and conditions of employment.

**NOW** the parties wish to record this agreement in the following terms:

**2. The Scope of the Agreement**

This agreement shall apply to all wage earning employees of the employers within the Sawmilling Chamber of the Bargaining Council for the Wood and Paper Sector.

The scope can be extended to other job categories where the union can prove majority representation in the Sector. Employers will provide the required information by the 31<sup>st</sup> August 2017.

**3. The Duration of the agreement**

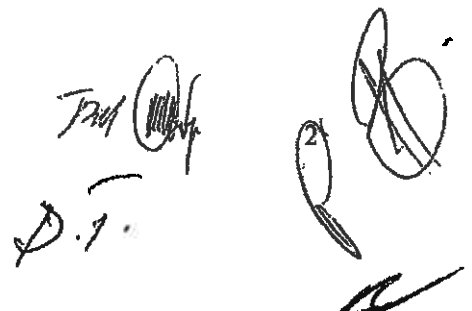
This agreement will commence on 1 July 2017 and endure to 30 June 2018.

**4. Wage Increase**

The Parties agree to an increase of not less than 7.0% on the current actual basic wage effective 1 July 2017 to all employees in the Bargaining Unit.

**5. Minimum wage**

The Parties agree that the Industry minimum wage will increase by 11.3% to R 3450.00 per month with effect from 1 July 2017.



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**6. Shift Allowances**

The Parties agree that the shift allowances payable for night work only will be not less than 11.5% of basic wage.

**7. Maternity/Paternity leave**

**7.1 Maternity Leave**

The Parties agree that the maternity benefits payable to female employees on the birth of a child will be equal to 36% of monthly basic wage payable for a maximum period of four months.

**7.2 Pre-Natal Leave**

The parties agree to two days paid per incident.

**7.3 Paternity Leave**

The Paternity leave forms part of the five days family responsibility leave.

**7.4 Child care leave.**




The Child care leave forms part of the 5 days family responsibility leave.

**7.5 Disaster leave**

Parties agreed to four (4) days disaster leave per occasion with existing conditions, that if the occasion is declared a disaster area by the relevant National Minister of Government.

**7.6 Shop Steward Leave**

Parties agreed on a 5 days Shop Steward leave per annum for an officially elected Shop Steward to attend Union matters. If a Shop Steward exhaust the allocated days, they may take unused days from another Shop Steward in the same plant. Shop Steward leave days can be combined into a pool. Parties agreed that to add an additional 3 days into the total leave pool.

*Tom*  <sup>3</sup>  

*D. F.*

**8 Long Service Award**

Parties agreed that the current scenario to prevail where various employers deal with this issue in line with their circumstances at company level.

**9 Other conditions of employment**

All other terms and conditions of employment contained in previous agreements and those not amended by this agreement shall remain unchanged.

**10 Full and Final Settlement**

The undersigned Parties agree that the afore-going constitute the final agreement between the parties emanating from the 2017 wage negotiations. This document constitutes the entire agreement between the Parties and no other variation to this agreement shall be binding to the parties unless such variation is reduced to writing and signed by all Parties to this agreement.

Thus done and signed at Johannesburg on this *05* day of *August* 2017.

\_\_\_\_\_  
For and on behalf of the  
Employers' Association for the  
Sawmilling Industry  
and duly authorized thereto

\_\_\_\_\_  
For and on behalf of CEPPWAWU,  
and duly authorized thereto

\_\_\_\_\_  
For and on behalf of UASA -The Union,  
and duly authorized thereto

\_\_\_\_\_  
For and on behalf of Solidarity  
and duly authorized thereto

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