

**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)**

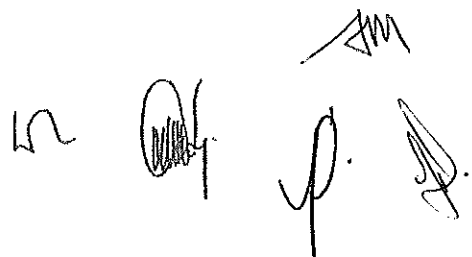
and

**UASA – THE UNION  
(UASA)**

and

**SOLIDARITY**

*"THE UNIONS"  
on the other hand*

The image shows four handwritten signatures in black ink, arranged horizontally from left to right. The first signature is a simple, stylized 'L' shape. The second is a more complex, circular scribble. The third is a vertical line with a small hook at the top. The fourth is a vertical line with a small hook at the top, similar to the third but with a different flourish.

1. Preamble

WHEREAS the Employers and 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 organized labour can prove majority representation in the Sector.

3. The Duration of the agreement

This agreement will commence on 1 July 2018 and endure to 30 June 2019.

4. Wage Increase

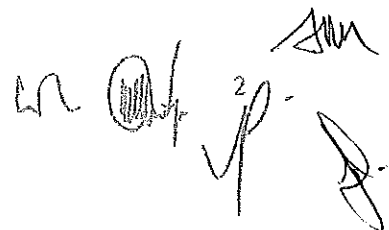
The Parties agree to an increase of not less than 7.0% on the current actual basic wage effective 1 July 2018 to all employees in the Bargaining Unit.

5. Minimum wage

The Parties agree that the Industry minimum wage will increase by R 450.00 to R 3, 900.00 per month with effect from 1 July 2018.

6. Shift Allowances

The Parties agree that the shift allowances payable for night work only, will be not less than 12% of basic wage.

Handwritten signatures and initials at the bottom right of the page, including a large signature, a circled signature, and several other initials.

**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 40% of monthly basic wage payable for a maximum period of four months.

**7.2 Paternity Leave**

Paternity leave forms part of the five (5) days family responsibility leave. When the Basic Conditions of Employment Amendment Act is promulgated, Employers undertake to adjust to the stipulation of the Act accordingly

**7.3 Child care leave.**

Parties agreed this will form part of the five (5) days family responsibility leave.

**7.4 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. An additional 3 days may be added into the total leave pool.

**8 Long Service Award**

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

**9. Housing and transport allowance**

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

The parties agree any discussion at company level regarding the above, will only take place within the structures of the Bargaining Council.

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**10. Other conditions of employment**

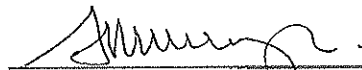
All other terms and conditions of employment contained in previous agreements and not amended by this agreement shall remain unchanged.

Any discussion that may take place at company level as a result of this agreement will only take place within the structures of the Bargaining Council

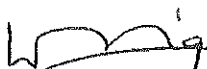
**11. Full and Final Settlement**

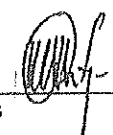
The undersigned Parties agree that the afore-going constitute the final agreement between the parties emanating from the 2018 wage negotiations. This document constitutes the entire agreement between the Parties and no other variation to this agreement shall be binding to the parties unless such variation is reduced to writing and signed by all Parties to this agreement.

Thus, done and signed at Johannesburg on this \_\_\_\_\_ day of July 2018.

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

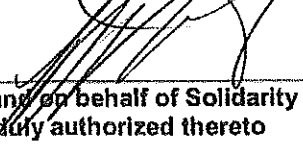
  
\_\_\_\_\_  
Witness

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

  
C. CHITJA  
\_\_\_\_\_  
Witness

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

\_\_\_\_\_  
Witness

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

  
\_\_\_\_\_  
Witness