

MEMORANDUM OF 2013/14 WAGE AGREEMENT

entered into by and between

THE EMPLOYERS ASSOCIATION FOR THE PULP AND PAPER INDUSTRY

hereinafter referred to as "The Employers"

ON THE ONE HAND

and

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

and

UNITED ASSOCIATIONS OF SOUTH AFRICA  
(UASA)

and

SOLIDARITY

hereinafter referred to as "The Trade Unions"

ON THE OTHER HAND



Handwritten signatures and initials, including 'J.M.', 'J.M.', 'R.M.', and 'T.M.', along with a circular stamp.

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**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 Pulp and Paper Chamber.

NOW THEREFORE the Employers and the Trade Unions wish to record the terms of this agreement in the following terms:

**1. Scope of the Agreement**

This agreement shall apply to all employees in the **bargaining unit only** of the Pulp and Paper Chamber of the Bargaining Council. The extension of the bargaining unit shall be dealt with in terms of the on-going process at Chamber level in accordance with the **2012/2013** wage agreement

**2. Duration of the Agreement**

This agreement is valid for a period of 1 year commencing on **1 July 2013** to **30 of June 2014**.

**3. Wage Increase**

The parties agree to an increase of **7.6%** on wages across the board for all employees in the Bargaining Unit with effect from **1 July 2013**.

**4. Minimum wage**

The minimum wage for the industry is **R 5 887.00**.

**5. Shift Allowance**

The industry minimum shift allowance shall be set at **9%**

**6. Job Security (Labour Brokers and Casual Labour)**

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The provisions of the 2012 / 2013 wage agreement with regards to Labour brokers and service providers shall apply.

**7. Maternity / Stillbirth Leave**

The parties agree to refer maternity benefit to company level for the purposes of sharing and discussing information with a view to understanding current practices and UIF benefit structures, within 90 days of signing this agreement. The task team progress to be reported at Chamber level during its ordinary meetings.

**8. Transport Allowance**

Parties agree to refer transport allowance to company level for discussion.

**9. Standby Allowance**

Parties agree to refer standby allowance to company level for further discussion. Labour to submit proposals for discussion by **31 August 2013**.

**10. Housing Allowance**

The parties agree that a joint-task team be set up at chamber level for the purposes of investigating the possibilities of utilising the industry profile in order to explore opportunities to improve industry employees' access to affordable housing finance.

**11. Full and Final Settlement**

The foregoing will be in full and final settlement of all and any of the Trade Unions demands submitted to the National Bargaining Council for the Wood and Paper Sector for the 2013/2014 negotiations in the Pulp and Paper Chamber, and all other terms and conditions of service not covered by this agreement will remain in force.

Thus done and signed at Durban on this 26 day of July 2013.



Handwritten signatures of J.M., J.P., and D.N. Tsheni.

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For and on behalf of the Employers  
Association for the Pulp and Paper

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For and on behalf of the CEPPWAWU

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(P. S. ...)

For and on behalf of Solidarity

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For and on behalf of UASA

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Witness

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Witness

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Witness

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Witness

WAGE AGREEMENT (ADDENDUM) 2013/2014

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ON THE ONE HAND

and

CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED WORKERS UNION

(CEPPWAWU)

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UNITED ASSOCIATIONS OF SOUTH AFRICA

(UASA)

and

SOLIDARITY

hereinafter referred to as "The Trade Unions"

ON THE OTHER HAND

Handwritten signatures and initials in the bottom right corner, including a large signature and the initials 'F.A.'.

PREAMBLE

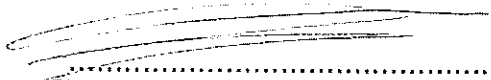
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NOW THEREFORE the Employers and the Trade Unions wish to record the terms of this agreement in the following terms:

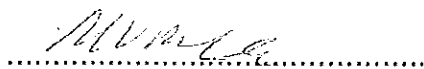
6 Disaster Leave

The parties agreed to 4 days in the event of a natural disaster subject to the natural disaster being proclaimed as such by the relevant sphere of government

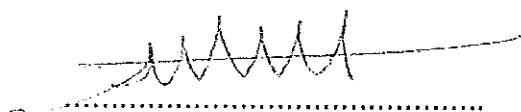
Thus done and signed at Durban on this 26 day of July 2013.



For and on behalf of the Employers  
Association for the Pulp and Paper



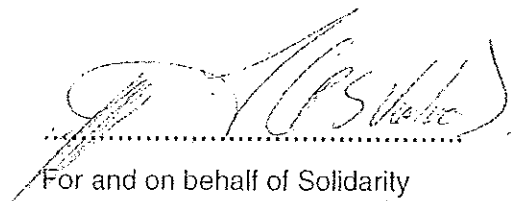
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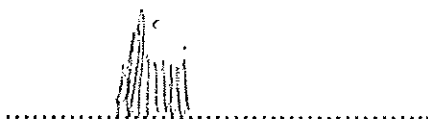
For and on behalf of the CEPPWAWU



Witness



For and on behalf of Solidarity



Witness



For and on behalf of UASA



Witness