

**MEMORANDUM OF 2014/15 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

*I.M. [Signature]*  
*P. [Signature]*

---

**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 as follows:

**1. The 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. The Duration of the agreement**

This agreement is valid for a period of 1 year commencing on **1 July 2014 to 30<sup>th</sup> of June 2015**. Parties agree to continue to explore the possibility of a multiyear agreement for the future.

**3. Wage Increase**

The parties agree to an increase of **8.0%** on basic wages across the board for all employees in the Bargaining Unit with effect from **1 July 2014**.

**4. Minimum wage**

The minimum wage for the industry will be increased to **R 6049.00 per month**.

**5. Shift Allowance**

The industry minimum shift allowance shall be set at **9.5%**

Handwritten signatures and initials in red ink, including a large signature at the top right, a signature below it, and initials 'I.M.' and 'TU' at the bottom right.

**6 Job Security (Labour brokers & casual labour)**

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

It is agreed that employers will provide training to shop stewards on the LRA amendments.

**7 Social, Productivity issues and Industry protection**

Parties agree to ratify the commission and the work group responsible for dealing with previously identified social issues (housing, transport, education, health & wellness and medical aid), productivity improvement initiatives as well as industry protection. The structure and the time frames will be confirmed within 30 days of signing the Wage Agreement and be presented at the next Chamber meeting.

**8 Family responsibility leave**

In the event of death, parties agree to the inclusion of the employees' mother and father in law for the purpose of family responsibility leave.

Parties further agree that an employee will submit a certified death certificate in order to qualify for this leave.

Parties agree that family responsibility leave shall remain at 5 days per annum.

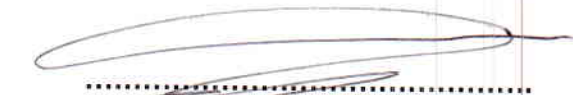
**9 Full and Final Settlement**

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 2014/2015 negotiations in the Pulp and Paper Chamber, and all other terms and conditions of service not covered by this agreement will remain in force.


Handwritten signatures and initials at the bottom right of the page, including a large signature and the initials 'T.U. 2014'.

---

Thus done and signed at Durban on this 10 day of July 2014.




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




.....  
Witness

.....  
For and on behalf of the CEPPWAWU




.....  
Witness



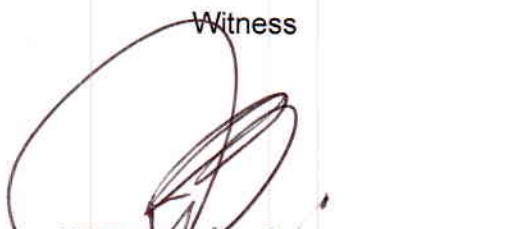
.....  
For and on behalf of Solidarity



.....  
Witness



.....  
For and on behalf of UASA



.....  
Witness