

**MEMORANDUM OF 2015/16 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 notes and signatures:*  
MVP  
15.12.  
1-11

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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. The Scope of the Agreement**

This agreement shall apply to all employees in the bargaining unit of the Pulp and Paper Chamber of the Bargaining Council.

**2. The Duration of the agreement**

This agreement is valid for a period of 1 year commencing on 1 July 2015 to 30<sup>th</sup> of June 2016. Parties agree to continue to engage on the possibility of concluding a multi-year agreement during future negotiations.

**3. Wage Increase**

The parties agree to an increase of 7.5% on basic wages across the board for all employees in the Bargaining Unit with effect from 1 July 2015.

**4. Minimum wage**

The minimum wage for the industry will be increased by the agreed percentage on the wage increase. Thus the industry minimum wage will be increased to R6503.00 per month.

**5. Shift Allowance**

The industry shift allowance shall be set at 10%.

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M. M. M. 15  
S. P. M.  
I. M.

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

Parties commit to comply with the Labour Relations Amendment Act of 2014 (LRA), Basic Conditions of Employment Act (BCEA) and Employment Equity Act (EEA) and all other related legislation in respect of temporary employment services (TES) and fixed term contracts (FTC) including limited duration contracts (LDC).

All issues of non-compliance with the LRA amendments, BCEA, EEA and all other related legislation shall be raised and all attempts made to resolve these at a company level.

Parties further agree to the existing working group of the Chamber developing guidelines for monitoring compliance at company level in accordance with LRA as amended, BCEA, EEA and all other related legislation.

**7 Maternity Leave**

Parties agree that maternity leave will be referred to company level for further engagement and progress to be reported at the next Chamber meeting.

**8 Sick Leave**

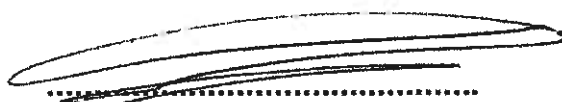
Parties agree that sick leave shall form part of the ongoing discussions at company level regarding health and wellness with feedback to the Chamber.

Handwritten signatures and initials, including the name "MURPHY" and initials "I.M.", are present in the bottom right corner of the page.

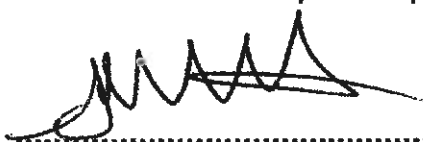
**9 Full and Final Settlement**

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 2015/2016 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 Johannesburg on this 15 day of July 2015.**



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



For and on behalf of the CEPPWAWU



For and on behalf of Solidarity



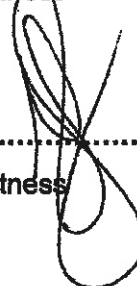
For and on behalf of UASA



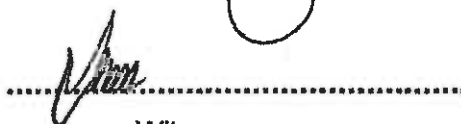
Witness



Witness



Witness



Witness