

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)**

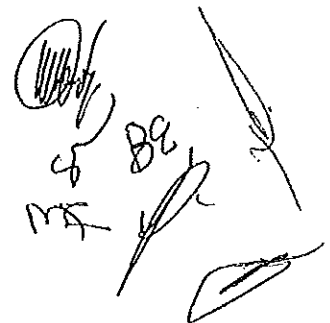
and

**UASA – THE UNION
(UASA)**

and

SOLIDARITY

*"THE UNIONS"
on the other hand*



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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.

3. The Duration of the agreement

This agreement will commence on 1 July 2012 and endure to 30 June 2013.

4. Wage Increase

The Parties agree to an increase of 7.0% across the board on the current actual basic wage for all employees in the Bargaining Unit with effect from 1 July 2012.

5. Minimum wage

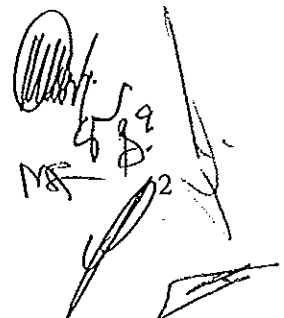
The Parties agree that the industry minimum wage will increase to R 1910.00 per month

6. Shift Allowances

The Parties agree that the shift allowances payable for night work only will be not less than 11% of basic wage.

7. Maternity/Paternity leave

7.1 Maternity Leave

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The Parties agree that the maternity benefits payable to female employees on the birth of a child will be equal to 15% of basic wage payable for a maximum period of four months

7.2 Paternity Leave

Parties agreed that paternity leave will be treated as part of 5 days family responsibility leave

8 Miscarriage/ Stillbirth leave

The Parties agree that in the event of a female employee experiencing a miscarriage or stillbirth during the third trimester of her pregnancy, she will receive payment equal to 15% of her basic wage for a maximum period of two weeks upon submission of satisfactory medical evidence.

9 Sick leave

Parties agreed that sick leave shall accrue as follows:

- (i) In the case of an employee who works no more than five days a week, at the rate of one working day in respect of each completed month of employment to a maximum entitlement of 30 work-days sick leave per three year cycle, and

An Employer shall grant to its employee who is absent from work through incapacity, sick leave in accordance with the period of sick leave entitlement that has accrued for such employee and shall pay him or her in respect of each work-day of such sick leave at their normal basic daily wage at the time sick leave is taken subject to the submission of a satisfactory medical certificate.

10 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.

11 Annual bonus

The Parties agree that an annual bonus will be payable as follows.

- 11.1 Employees who have completed one year's service will receive the equivalent of one week's basic wage as a bonus.

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- 11.2 Employees who have completed two or more years' service will receive the equivalent of two weeks basic wage as a bonus.
- 11.3 Employees who have completed three or more years' service will receive the equivalent of three weeks basic wage as a bonus with effect December 2013
- 11.4 Employees in the bargaining unit presently receiving a bonus in excess of the above will continue to receive such bonus.


12 Other conditions of employment

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

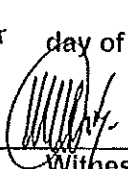
13 Full and Final Settlement

The undersigned Parties agree that the afore-going constitute the final agreement between the parties emanating from the 2012/2013 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.

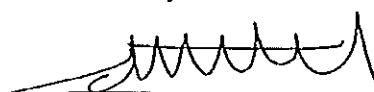
Thus done and signed at Johannesburg on this 17 day of August 2012.




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



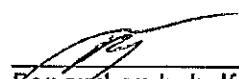
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 For and on behalf of CEPPWAWU,
 and duly authorized thereto



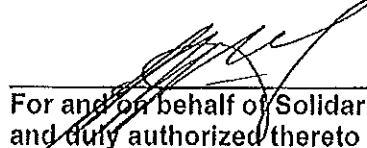
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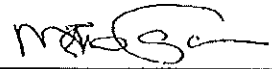
 For and on behalf of UASA -The Union,
 and duly authorized thereto



 Witness



 For and on behalf of Solidarity
 and duly authorized thereto



 Witness