

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

2.1 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, however,

2.2 The parties further agree to establish a Task Team with the objective to investigate the possibility of redefining the Bargaining Unit and extending the Agreement to Union members which currently fall outside the Scope of the Agreement. Recommendations thereon are to be made to the General Secretary of the Bargaining Council by 31 December 2013.

3. The Duration of the agreement

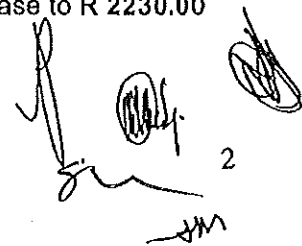
This agreement will commence on 1 July 2013 and endure to 30 June 2014.

4. Wage Increase

The Parties agree to an increase of 7.25% across the board on the current actual basic wage for all employees in the Bargaining Unit with effect from 1 July 2013. It is also agreed that if after the above increase, there are still employees who earn less than the new minimum, such employees will be moved up to the agreed minimum

5. Minimum wage

The Parties agree that the industry minimum wage will increase to R 2230.00 per month

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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. 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 20% of basic wage payable for a maximum period of four months

7.2 Paternity Leave

The Parties agree that paternity leave will be treated as part of 5 days family responsibility leave per annum.

7.3 Miscarriage/ Stillbirth leave

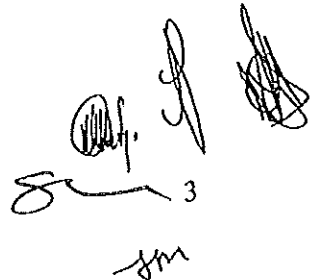
The Parties agree that in the event of a female employee experiencing a miscarriage or stillbirth during the third trimester of her pregnancy, she will receive payment equal to 20% of her basic wage for a maximum period of two weeks upon submission of satisfactory medical evidence.

7.4. Sick leave

The Parties agree that sick leave shall accrue in accordance with the Basic Conditions of Employment Act as follows:

In the case of an employee who works five days a week, at the rate of one working day in respect of every six weeks worked to a maximum entitlement of 30 work-days sick leave per three year cycle.

In the case of an employee who works six days a week, at the rate of one working day in respect of every six weeks worked to a maximum of 36 work-days sick leave per three year cycle.



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7.5 Disaster Leave

Parties agreed on 2 days Disaster leave per employee per annum for a natural disaster which is promulgated as such by the relevant Minister in line with prevailing legislation.

8 Labour Brokers

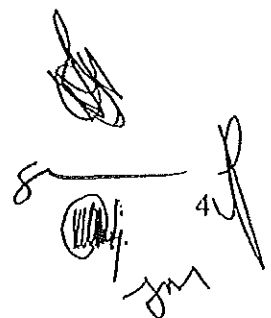
The parties agreed that all Labour Broker employees who have been employed at the same employer by a Labour Broker for five years continuous service or more to be made permanent

9 Other conditions of employment


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

10 Full and Final Settlement

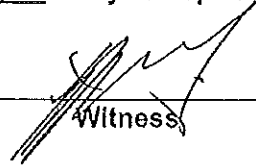
The undersigned Parties agree that the afore-going constitutes the final agreement between the parties emanating from the 2013/2014 wage negotiations. This document constitutes the entire agreement between the Parties and no other variation to this agreement shall be binding on the parties unless such variation is reduced to writing and signed by all Parties to this agreement.

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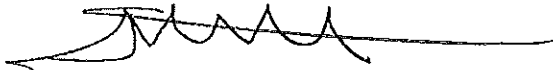
Thus done and signed at Johannesburg on this 12 day of September 2013.



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



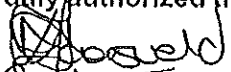
Witness




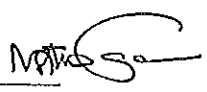
For and on behalf of CEPPWAWU,
and duly authorized thereto



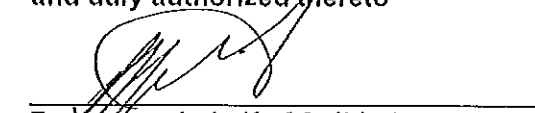
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N. G. Van Jaarsveld

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

Witness



For and on behalf of Solidarity
and duly authorized thereto



Witness