

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)**

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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 employee of the employers' within the Sawmilling Chamber of the Bargaining Council for the Wood and Paper Sector.

3. The Duration of the agreement

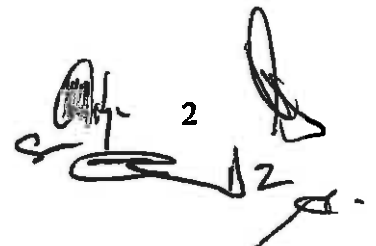
This agreement will commence on 1 July 2015 and endure to 30 June 2016.

4. Wage Increase

The Parties agree to an increase of not less than 7% on the current actual basic wages effective from 1st July 2015 for all employees in the Bargaining Unit, and a further 1% across the board in January 2016 based on June 2015 wages.

5. Minimum wage

The Parties agree that the industry minimum wage will increase by 12% to R 2800.00 per month with effect from 1 July 2015 to 30 June 2016.

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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. Overtime Pay:

BCEA provisions will apply

8. Maternity Leave

The Parties agree that the maternity benefits payable to female employees on the birth of a child will be equal to 30% of basic wage payable for a maximum period of four months.

9. Paternity Leave

The Paternity leave forms part of the five days family responsibility leave.

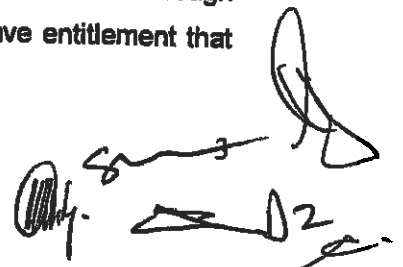
10. Child-Care leave

Forms part of the 5 days family responsibility leave

11. 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
- (ii) In the case of an employee who works six days or more a week, at the rate of one working day or more in respect of each completed month of employment to a maximum entitlement of 36 work-days sick leave per three year cycle, and
- (iii) 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.

12. Annual Leave

The parties agree that 16 working days per annum will be allocated to annual leave.

13. Annual bonus

Parties agree that an annual bonus will be payable to all employees at the rate of 4.33 weeks of basic wage upon completion of 1 year of unbroken service.

Employees in the Bargaining Unit presently receiving a bonus in excess of the above, will continue to receive such bonus.

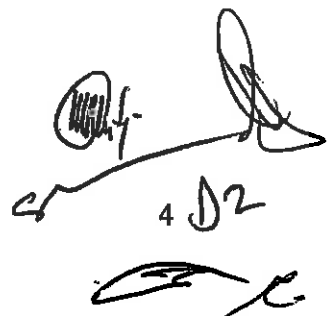
14. Job Security (Labour brokers & casual labour)

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 company level.

15. Other conditions of employment

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




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16. Full and Final Settlement

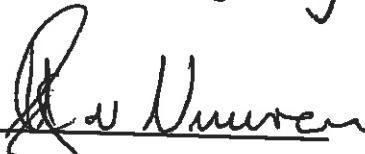
The undersigned Parties agree that the afore-going constitute the final agreement between the parties emanating from the 2015 wage negotiations. This document constitutes the entire agreement between the Parties and no other variation to this agreement shall be binding to the parties unless such variation is reduced to writing and signed by all Parties to this agreement.

17. THE HOURS OF WORK WILL BE A RANT LEVEL ISSUE.


Thus done and signed at Johannesburg on this 22 day of July 2015.



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



Witness



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



Witness