

**AGREEMENT IN RESPECT OF WAGES AND SUBSTANTIVE CONDITIONS OF  
EMPLOYMENT FOR THE PERIOD 2012 to 2013**

entered into by and between

**CEPPWAWU**

And

**SOLIDARITY**

And

**UASA – the Union**

(hereinafter referred to as "Labour")

And

**FIBRE & PARTICLE BOARD CHAMBER  
OF THE BARGAINING COUNCIL  
FOR THE WOOD & PAPER SECTOR**

(hereinafter referred to as the "Employers Association (EA)")

**WHEREAS** the parties entered into negotiations, and whereas agreement was reached in respect of a wage increase and other terms and conditions of employment for the members of the respective Bargaining Units, effective for the period 01 July 2012 to 30 June 2013 and is recorded as follows:

**1. SCOPE OF AGREEMENT**

This agreement covers all employees falling within the bargaining units as defined by the individual recognition agreements between the trade union parties and individual employers to this agreement.

**2. DURATION OF AGREEMENT**

Agreement shall be effective from 01 July 2012 to 30 June 2013.

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3. WAGE INCREASES

The wage to be increased by the across-the-board increase of 7.25 % effective 1<sup>st</sup> July 2012.

4. MINIMUM WAGE

The minimum wage shall increase by the agreed wage increase as indicated in 3 above.

5. SHIFT ALLOWANCE

The rand value of the shift allowance will be increased by the agreed across-the-board wage increase percentage as indicated in 3 above.

It is further agreed that the Masonite Shift Allowance will be referred to plant level for consultation between the parties.

7. HOUSING ALLOWANCE

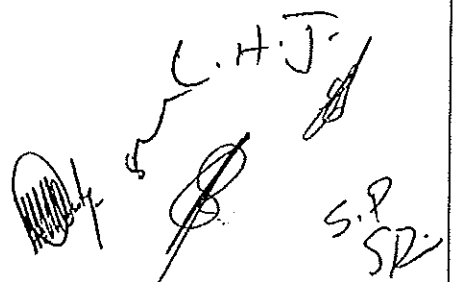
It is agreed that this matter be referred to plant level for consultation between the parties.

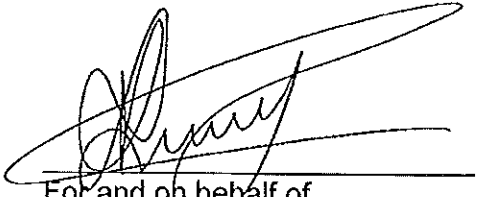
8. LABOUR BROKERS

It is acknowledged that this matter is currently the subject of consultation at a national level and the parties agree to await the outcome of these discussions.

9. NON -VARIATION OF AGREEMENT

It is agreed that all other terms and conditions of employment in the sector remain unchanged, as between the parties to this agreement, and no further negotiations in respect of wages and substantive conditions of service shall be entered into between the parties for the duration of the Agreement.

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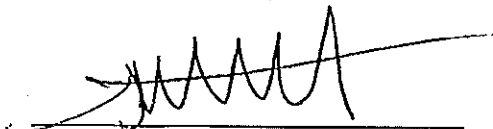


For and on behalf of  
**EMPLOYERS ASSOCIATION**

Date: 20 July 2012

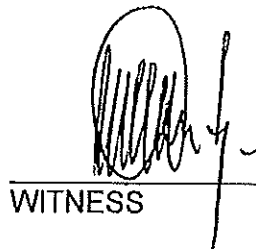


WITNESS

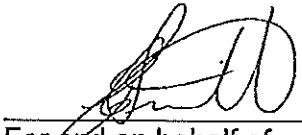


For and on behalf of  
**CEPPWAWU**

Date: 05/8 2012

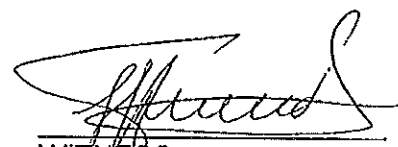


WITNESS

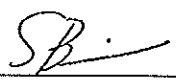


For and on behalf of  
**UASA - the Union**

Date: 20 July 2012



WITNESS



For and on behalf of  
**SOLIDARITY**

Date: 20/7/12 2012

WITNESS