

AGREEMENT IN RESPECT OF WAGES AND SUBSTANTIVE CONDITIONS OF
EMPLOYMENT FOR THE PERIOD 2013 to 2014

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 2013 to 30 June 2014 and is recorded as follows:

• 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.

• DURATION OF AGREEMENT

Agreement shall be effective from 01 July 2013 to 30 June 2014.

• WAGE INCREASES

The wage to be increased by the across-the-board increase of 7.25 % effective 1st July 2013.

• MINIMUM WAGE

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

*L.H.B.
G.I.P.*

- 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, the minimum allowance being 9.5%.

It is agreed that PG Bison refer this matter to company level for consultation between the parties. The first meeting must be convened within 30 days from date of signature of this agreement by all parties. The parties shall be required to agree on an action plan including timelines within which the consultation process will be finalized during the first meeting.

- STANDBY ALLOWANCE

A minimum of R541.00 per month shall apply to the sector.

- WORKING HOURS

The parties acknowledge the provisions of Schedule One, subsections 1 and 2, of Basic Conditions of Employment Act 75, of 1997 and undertake to engage on this matter. The first meeting must be convened within 30 days from date of signature of this agreement by all parties. The parties shall be required to agree on an action plan including timelines within which the consultation process will be finalized during the first meeting.

- LEAVE

Compassionate

Employees will be entitled to 4 (four) days compassionate leave. An additional 1 (one) day Compassionate Leave will apply in the event of the death of the employees, own spouse, parent or child

Maternity Leave

All female employees, employed for a minimum period of two (2) continuous years, shall be entitled to two months maternity leave payment amounting to 25% of the employee's basic wage.

Disaster Leave

As the discretion of the employer.

Sick Leave

Per Basic Conditions of Employment Act 75, of 1997, Chapter 3, Section (22).

- LABOUR BROKERS

C.H.J.
S.P.

It is acknowledged that this matter is currently the subject of proposed National legislation and the parties agree to abide by the final legislation governing this issue.

Members of the Employers Association undertake that all Labour Brokers will comply with Good Corporate governance.

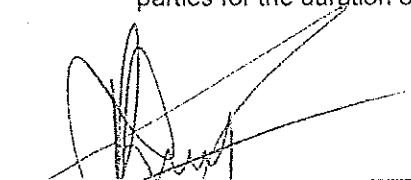
In the event that Labour Brokers fail to comply with the minimum standards, then the parties will consult to resolve the matter, failing which a dispute will be referred.

• PAY DAY

It is agreed that Masonite refer this matter to plant level for consultation between the parties. The first meeting must be convened within 30 days from date of signature of this agreement by all parties. The parties shall be required to agree on an action plan including timelines within which the consultation process will be finalized during the first meeting.

• 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.



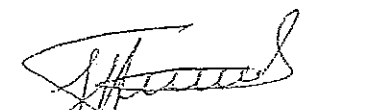
For and on behalf of
EMPLOYERS ASSOCIATION
Date: 26 July 2013



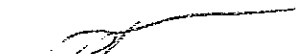
WITNESS

For and on behalf of
CEPPWAWU
Date: 2013

WITNESS



For and on behalf of
UASA - the Union




WITNESS

26/07/13


L-145

Date: 2013



For and on behalf of
SOLIDARITY

Date: 26/07 2013



WITNESS