

**AGREEMENT IN RESPECT OF WAGES AND SUBSTANTIVE
CONDITIONS OF EMPLOYMENT FOR THE PERIOD 2014 TO 2015
CONCLUDED IN THE FIBRE AND PARTICLE BOARD CHAMBER OF
THE NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER
SECTOR**

Entered into by and between

CEPPWAWU

And

SOLIDARITEIT

And

UASA – the Union

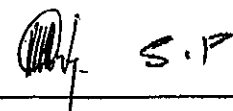
(hereinafter referred to as "Labour")

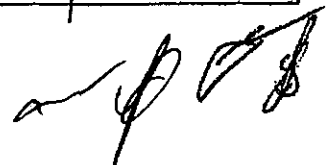
And

FIBRE AND PARTICLE EMPLOYERS ASSOCIATION

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

WHEREAS the parties entered into negotiations reached an agreement in respect of a wage increase and other terms and conditions of employment in respect of Employees covered by the agreement; the parties wish to record the terms of their agreement as follows:

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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

This agreement shall be effective from 01 July 2014 to 30 June 2015.

3. ACROSS-THE-BOARD WAGE INCREASE

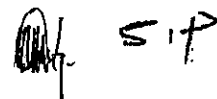
The wage to be increased by the across-the-board increase of 8% effective 1st July 2014.

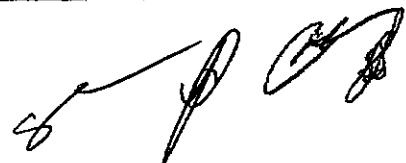
4. MINIMUM WAGE

The minimum wage shall increase by the agreed across the board wage increase, as indicated in 3 above. As a result, the minimum wage will be increased from R4934.80 to R 5329.37.

5. SHIFT ALLOWANCE

The minimum shift allowance payable to employees falling within the scope of this agreement shall be 9.5%.





6. WORKING HOURS

The parties acknowledge the provisions of Schedule 1, subsections 1 and 2, of Basic Conditions of Employment Act 75, of 1997 (BCEA) and undertake to engage/consult on this matter in accordance with the provisions of the Act (i.e. BCEA). The first meeting must be convened within 30 days, at plant level, from date of signature of this agreement by the parties.

7. LEAVE

8.1 Compassionate Leave

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

8.2 Maternity Leave

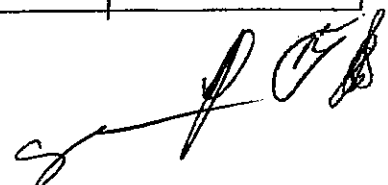
All female employees, employed for a minimum period of two (2) continuous years, shall be entitled to two months maternity leave payment payable at the rate of 25% of the employee's basic wage.

8.3 Disaster Leave

Disaster leave shall be granted subject to the Employer's discretion to Employees who are subject to disasters, as defined in terms of the Disaster Management Act 57 of 2002, The leave shall not be shall not be unreasonably refused.



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8.4 Sick Leave

The sick leave payable to all employees shall be in accordance with the provisions of the Chapter 3 of the Basic Conditions of Employment Act 75, of 1997.

7.5 Shopsteward Leave

The minimum shopsteward leave in terms of Section 14 and 15 of the Labour Relations Act 66 of 1995 shall remain at 5 days per annum as determined in terms of previous wage agreements.

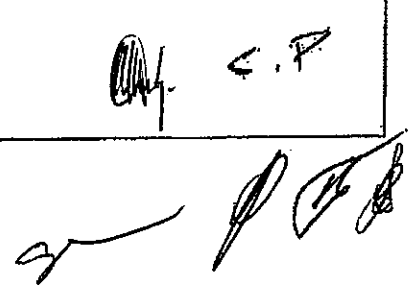
8. SEVERANCE PAY

A minimum severance pay equivalent to two (2) weeks pay for each completed year of service shall be payable in the sector.

9. LABOUR BROKERS

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.

Handwritten initials and signatures, including a large signature on the left and several smaller initials on the right.

10. MEAL ALLOWANCE

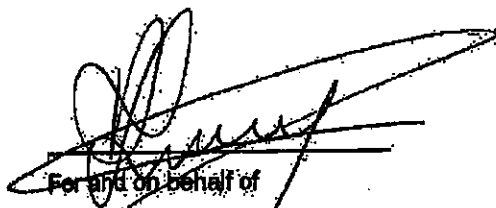
The members of the Employers Association shall, within 30 working days of signing of the agreement, disclose to the Union, at plant level, the various arrangements regarding the provision of meals and related meal benefits to employees.


11. SKILLS ALLOWANCE

It is agreed that this matter be removed from the wage negotiation process. The matter must be referred to an appropriate forum including, but not limited to, the Bargaining Council and SETA with a view to develop means to retain key skills within the Sector. The parties shall, within 30 days of signing of the agreement, forward joint correspondence to the General Secretary of the Bargaining Council requesting him to refer the matter to the Bargaining Council Executive Committee and the SETA registered for manufacturing industry.

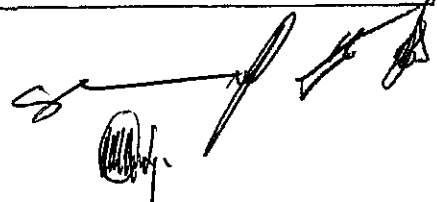
12. NON-VARIATION OF AGREEMENT

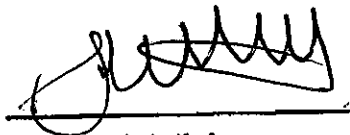
It is agreed that all other terms and conditions of employment and agreements in the sector remain unchanged, as between the parties to this agreement, and no further negotiations in respect of wages and substantive conditions of service shall be entered into between the parties for the duration of the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


For and on behalf of
EMPLOYERS ASSOCIATION


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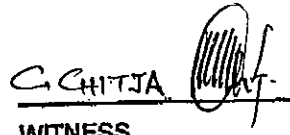
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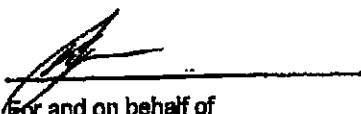


For and on behalf of
CEPPWAWU

Date: 25th JULY 2014



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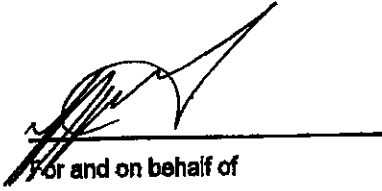


For and on behalf of
UASA – the Union

Date: 18 July 2014

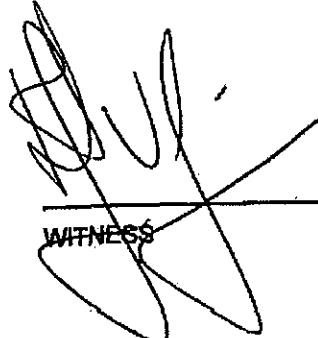


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For and on behalf of
SOLIDARITEIT

Date: 2014



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