

**AGREEMENT IN RESPECT OF WAGES AND SUBSTANTIVE CONDITIONS OF
EMPLOYMENT FOR THE PERIOD 2015 TO 2016 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

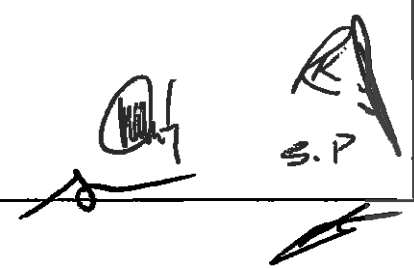
(hereinafter referred to as "Labour")

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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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. At present the scope of application of the agreement is determined by the individual plant recognition agreements and is not an industry chamber matter in terms of Schedule 3 of the Bargaining Council Constitution.

The Fibre and Particle Board Chamber will refer the matter to the Bargaining Council in order to appropriately classify the matter in terms of clause 15 of the constitution of the National Bargaining Council for the Wood and Paper Sector.

It is further agreed that each employer shall meet with its trade union parties to this agreement within a period of 60 days from the conclusion of the agreement to deal with the extension of scope in accordance with the provision of the specific company recognition agreement.

DURATION OF AGREEMENT

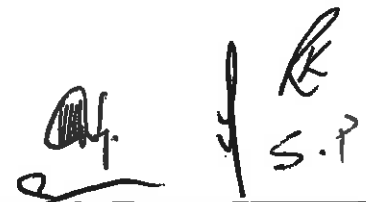
This agreement shall be effective from 01 July 2015 to 30 June 2016.

ACROSS-THE-BOARD WAGE INCREASE

The wage to be increased by the across-the-board increase of 7 % effective 1st July 2015.

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 R5329.37 to R5702.82

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SHIFT ALLOWANCE

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

LEAVE

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 or in the event of the illness of the employees child.

Maternity Leave

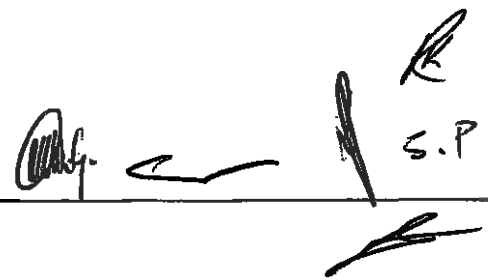
All female employees, employed for a minimum period of two (2) continuous years, shall be entitled to two months maternity leave payment payable at the rate of 25% of the employee's basic wage.

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.

Shop Steward Leave

The minimum shop steward 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 and shall be based on the principal of reasonableness as set out by the Labour Relations Act 66 of 1995.



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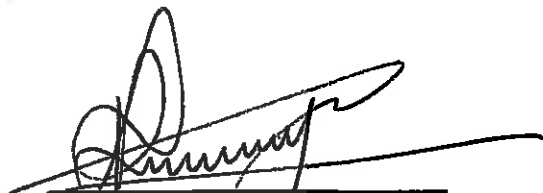
LABOUR BROKERS AND FIXED TERM CONTRACTS

It is acknowledged that this matter is now governed by Legislation as well as the Code of Good Practice, issued in terms of the Labour Relations Act 66 of 1995, as amended.

Members of the Employers Association undertake to comply with legislation and to ensure that all Labour Brokers, where applicable, 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.

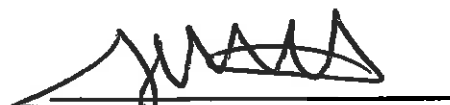
NON-VARIATION OF AGREEMENT


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


WITNESS


Date: 14 July 2015


For and on behalf of
CEPPWAWU


WITNESS

Date: 2015



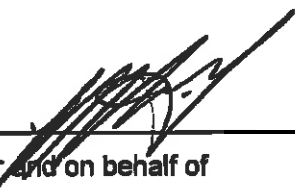


For and on behalf of
UASA – the Union




WITNESS

Date: 2015



For and on behalf of
SOLIDARITY



WITNESS

Date: 2015