

**MEMORANDUM OF 2016/17 WAGE AGREEMENT**

**THE EMPLOYERS ASSOCIATION FOR THE PULP AND PAPER INDUSTRY**

hereinafter referred to as "The Employers"

ON THE ONE HAND

and

**CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED WORKERS UNION**  
**(CEPPWAWU)**

and

**UNITED ASSOCIATIONS OF SOUTH AFRICA**  
**(UASA)**

and

**SOLIDARITY**

hereinafter referred to as "The Trade Unions"

ON THE OTHER HAND

*(Handwritten signatures and initials)*  
J.N. 2017

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**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 Pulp and Paper Chamber.

**NOW THEREFORE** the Employers and the Trade Unions wish to record the terms of this agreement in the following terms:

**1. The Scope of the Agreement**

This agreement shall apply to all employees in the bargaining unit only of the Pulp and Paper Chamber of the Bargaining Council. Parties agree to deal with the extension of the bargaining unit at company level for the verification process and that a final decision will be taken at Chamber Level.

**2. The Duration of the agreement**

This agreement is valid for a period of 1 year commencing on 1 July 2016 to 30 June 2017.

**3. Wage Increase**

The parties agree to an increase of 7.75% on basic wages across the board for all employees in the Bargaining Unit with effect from 1 July 2016.

**4. Minimum wage**

The minimum wage for the industry will be increased by the agreed percentage on the wage increase. Thus the industry minimum wage will be increased to R7'006.98 per month.

**5. Shift Allowance**

The industry minimum shift allowance shall remain at 10% of basic wage.

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**6 Engagement at Chamber and/or Company Level**

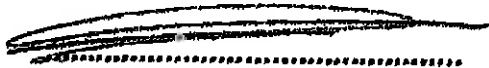
Parties agree that all issues referred for engagement at Chamber or Company Level must be finalised by 30 September 2016.

Parties further agree to the existing working group on industry sustainability to finalise its work by 30 September 2016.

**7 Full and Final Settlement**

The foregoing will be in full and final settlement of all and any of the Trade Unions demands submitted to the National Bargaining Council for the Wood and Paper Sector for the 2016/2017 negotiations in the Pulp and Paper Chamber, and all other terms and conditions of service not covered by this agreement will remain in force.

Thus done and signed at Salt Rock on this 31 day of July 2016.



For and on behalf of the Employers  
Association for the Pulp and Paper



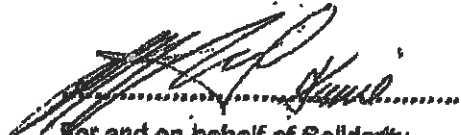
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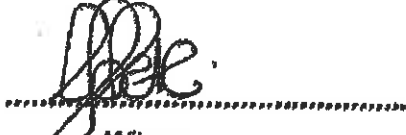
For and on behalf of the CEPPWAWU



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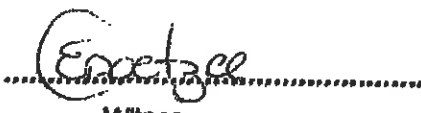
For and on behalf of Solidarity



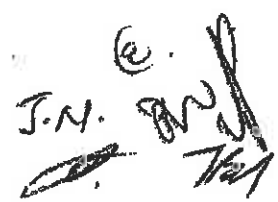
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For and on behalf of UASA



Witness

  
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