

SUBSTANTIVE AGREEMENT

**ON WAGES AND OTHER CONDITIONS OF EMPLOYMENT
FOR THE**

**SAWMILLING CHAMBER
of the
NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER SECTOR**

This Agreement is between

THE EMPLOYERS' ASSOCIATION FOR THE SAWMILLING 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

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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 Sawmilling Chamber.

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

1. The Scope of the Agreement

Parties agree to convene the working group dealing with the main agreement, to also finalise the issue of the scope on the following terms:

- 1.1 Parties to engage and agree on the definition of the bargaining scope; and
- 1.2 Draft the list of job categories and representation to be covered by the scope; thereafter,
- 1.3 Reach agreement regarding the implementation process thereof;
- 1.4 Employers agree to carry the costs of the working group meetings; and
- 1.5 The working group shall have two meetings. The first meeting will take place within 25 days of signing this agreement

2. The Duration of the agreement

This agreement will commence on 1 July 2016 and endure to 30 June 2017.

3. Wage Increase

Parties agree to an increase of not less than 7.5% on current actual basic wage effective 1 July 2016 to all employees in the Bargaining Unit.

4. Minimum wage

The Parties agree that the industry minimum wage will be increased to R3100.00 per month effective 1 July 2016.

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7.11

5. Maternity Leave

The Parties agree that the maternity benefits payable to female employees on the birth of a child will be equal to 33% of basic wage and shall be payable for a maximum period of four months.

6. Shop Steward Leave

Parties agree on a five (5) days Shop Steward leave per annum for officially elected shop stewards that can be pooled and an additional two (2) days will be added to the existing leave pool.

7. Job Security

Parties agree to comply with the LRA, as amended, BCEA and EEA as well as other related legislation and to the ruling case law precedent in respect of TES, FTC's and LDC's or service providers, and that;

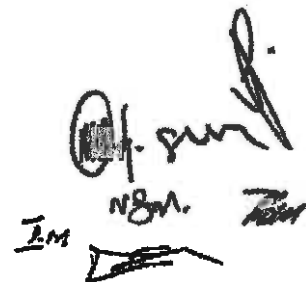
All issues of non-compliance with the LRA and BCEA and other related legislation and ruling case law precedent shall be raised and resolved at company level.

8. Traditional healers Leave

Parties agree that only sick notes from the registered traditional healers and who are legally recognised will be accepted for the purpose of sick leave, subject to sick leave policy at company level.

9. Disaster Leave

- The Parties agree to three (3) days in the event of a natural disaster subject to the natural disaster being proclaimed as such by the relevant Minister in terms of prevailing legislation.

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10. Full and Final Settlement

The undersigned Parties agree that the afore-going constitute the final agreement between the parties emanating from the 2016 wage negotiation.

This document constitutes the entire agreement between the parties and no other variation to this agreement shall be binding to the parties unless such variation is reduced to writing and signed by all parties to this agreement.


Thus done and signed at Johannesburg on this 02 day of August 2016.



For and on behalf of the Employers' Association for the Sawmilling Industry, and duly authorised thereto

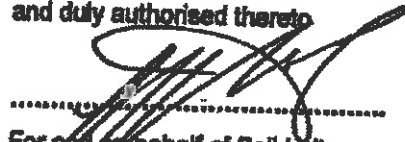


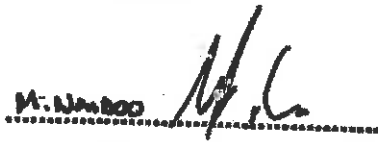
Witness


For and on behalf of the CEPPWAWU, and duly authorised thereto

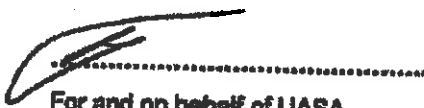

C. CHITJA

Witness


For and on behalf of Solidarity, and duly authorised thereto


M. NABOO

Witness


For and on behalf of UASA, And duly authorised thereto



Witness