

**AGREEMENT IN RESPECT OF WAGES AND SUBSTANTIVE CONDITIONS OF EMPLOYMENT FOR
THE PERIOD 2016 TO 2017 CONCLUDED IN THE FIBRE AND PARTICLE BOARD CHAMBER OF
THE NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER SECTOR**

Entered into by and between

CEPPWAYU

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:

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. 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.

S.P.


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.

2) DURATION OF AGREEMENT

This agreement shall be effective from 01 July 2016 to 30 June 2017

3) ACROSS-THE-BOARD WAGE INCREASE

The wage to be increased by the across-the-board increase of 7 % effective 1st July 2016.

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 R5702.82 to R6102.01.

5) ALLOWANCE

a) Shift Allowance

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

b) Standby Allowance

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



6) LEAVE

a) 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.

b) 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.

c) 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.

d) Disaster Leave

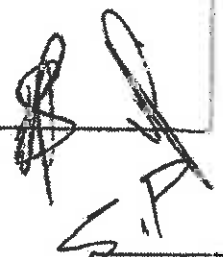
Disaster leave shall be granted subject to the Employer's discretion to Employees who are subject to disasters, as defined in terms of the Disaster Management Act 57 of 2002. The leave shall not be shall not be unreasonably refused.

e) 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.

f) Study Leave

Employees will be entitled to two days per exam, for a maximum of 3 exams. This will be subject to the course of study being pre-approved by the employer, as being relevant and appropriate to the employee's field of employment, or potential future employment within the organization.

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g) Annual Leave

Annual leave payable to all employees shall be in accordance with the provisions of the Basic Conditions of Employment Act 75, of 1997

h) Traditional Healers

As set out in section 23(2) of the Basic Conditions Employment Act 75 of 1997, Employers agree to accept medical certificates issued by traditional healers once the provisions of the Traditional Health Practitioners Act, 2007 have been promulgated. However current practices by individual members of the association will remain in place.

7) 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 current status quo in terms of working hours will apply to each party. 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.

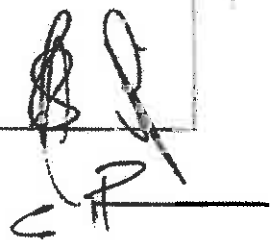
8) LABOUR BROKERS

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 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.

9) SEVERANCE PAY

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

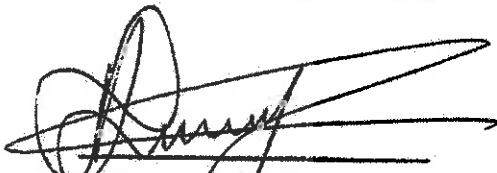
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10) LONG SERVICE AWARDS

Current practices per members of the Employers Association shall remain.

11) 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
Date: 20 July 2016

WITNESS

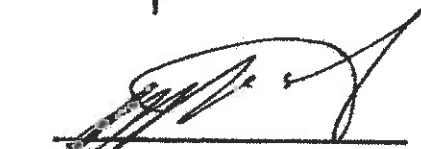
For and on behalf of
CEPPWAWU
Date: 2016

WITNESS



For and on behalf of
UASA - the Union
Date: 18/6 2016

WITNESS



For and on behalf of
SOLIDARITY
Date: 18/6. 2016

WITNESS

