

MEMORANDUM OF 2022/23 WAGE AGREEMENT

entered into by and between

**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 – The Union)

hereinafter referred to as "The Trade Unions"

ON THE OTHER HAND

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 in accordance with the 2021 Wage Agreement Framework, 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 of the Pulp and Paper Chamber of the Bargaining Council.

2. DURATION OF THE AGREEMENT

This agreement is valid for a period of 1 year commencing on 1 July 2022 to 30 June 2023.

3. WAGE INCREASE

The parties agree to an increase of 6.3% on basic wages across the board for all employees in the Bargaining Unit with effect from 1 July 2022.

4. MINIMUM WAGE

The minimum wage for the industry will remain at R7100.00 per month.

5. SHIFT ALLOWANCE

The industry shift allowance will remain at 10.50%

6. 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 2022/2023 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 Springs on this 4th day of August 2022.

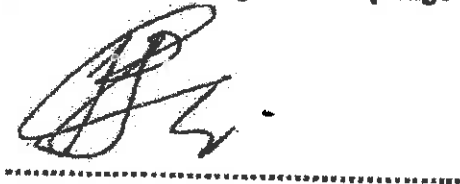


For and on behalf of Employers
Associations For Pulp and Paper




Witness

Thus done and signed at Springs on this 4th day of August 2022

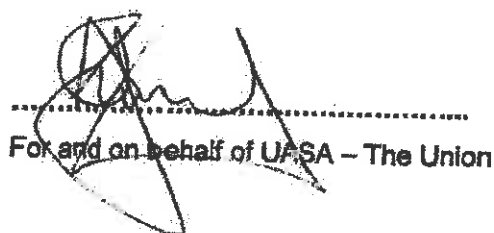


For and on behalf of CEPPWAWU



Witness

Thus done and signed at _____ on this _____ day of _____ 2022



For and on behalf of UASA – The Union



Witness