

**2009/2010 AGREEMENT  
ON WAGES, OTHER TERMS AND CONDITIONS OF SERVICE AND  
RELATED ISSUES**

in the

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

*between the Parties, being*

THE EMPLOYERS' ASSOCIATION FOR THE PULP AND PAPER INDUSTRY

**"THE EMPLOYERS"**  
*on the one hand*

*and*

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

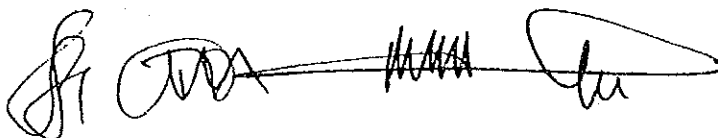
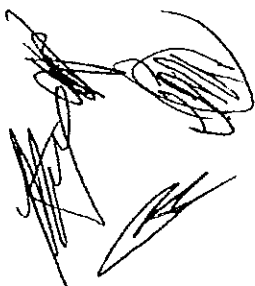
and

UASA – THE UNION  
(UASA)

and

SOLIDARITY

**"THE UNIONS"**  
*on the other hand*



The Parties hereby agree as follows:


1. This agreement will commence on 1 July 2009 and endure till the 30<sup>th</sup> of June 2010.
2. The Parties agree to the following wage increases for the duration of the agreement:
  - 2.1 9.0% increase on current actual basic wages for all employees in the Bargaining Unit from 1 July 2009.
3. The minimum actual basic wage for new, permanently employed Employees of the Employers from 1 July 2009 will be R5070.00.
4. The Parties agree that the Employers will abide by the provisions of the Labour Relations Act which regulate temporary employment services, labour brokers and independent contractors. Notwithstanding this, the Employers will not use the services of such temporary employment services, labour brokers or independent contractors unless they provide an undertaking that they are in compliance with the relevant labour legislation.
5. Maternity leave arrangements will remain as agreed in the 2008/2009 wage agreement between the Parties. See Annexure A.
6. The issue of additional leave for artisans will be referred to company level.
7. The issue of compulsory membership of medical aid schemes will be referred to company level.
8. The Health, Safety and Environmental issues as contained the original demands by the Unions will be referred to the Bargaining Council to be negotiated as an Enabling Agreement for the Pulp and Paper Industry in terms of Schedule 2, item 10.3 of the Bargaining Council Constitution.
9. The Employment Equity, Skills Development and Learnership issues contained in the original demands submitted by the Unions will be referred to company level.
10. The issue of a skills retention payment in SAPPI will be referred to company level in SAPPI.
11. The extension of the Bargaining Unit to Employees who are currently outside the Bargaining Unit will be referred to company level.
12. The parties agree to submit the draft implementation plan on the 42 hour week to the Pulp and Paper Chamber no later than 30 July 2009.
13. When an Employee or contractor is required to act in the position of another Employee who has held a permanent position in a core function of the company for six months, the filling of that position will be in terms of the company's recruitment and selection policy and procedure.

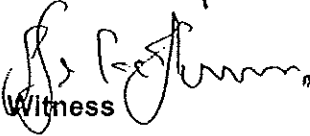


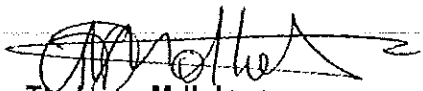
2

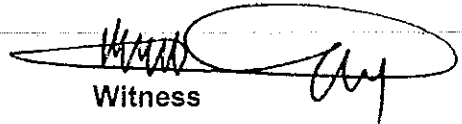
14. The foregoing will be in full and final settlement of all and any Union demands as submitted to the Bargaining Council for the 2009/2010 negotiations and that are not covered by this agreement
15. All other terms and conditions of service not covered by this agreement will remain in force.
16. The unions will advise their members to return to their jobs by 06h00 on Wednesday 29 July 2009 but no later than 06h00 on Thursday 30 July 2009.


Thus done and signed in Johannesburg on this 28<sup>th</sup> day of July 2009.

  
 Nomvuyo T Bahlekazi  
 For and on behalf of the  
 Employers' Association for the  
 Pulp and Paper Industry  
 and duly authorized thereto


  
 Witness

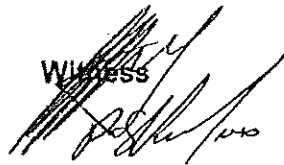
  
 Thabane Mdlalose  
 For and on behalf of CEPPWAWU,  
 and duly authorized thereto

  
 Witness

  
 A G Ueckermann  
 For and on behalf of UASA -The Union,  
 and duly authorized thereto

  
 Witness

  
 Willie Kietzmann  
 For and on behalf of Solidarity,  
 and duly authorized thereto

  
 Witness