

AGREEMENT

ENTERED INTO BY & BETWEEN

CEPPWAWU & UASA

(hereinafter referred to as "Labour")

and

**EMPLOYER ASSOCIATION FOR THE TISSUE AND
ALLIED INDUSTRY**

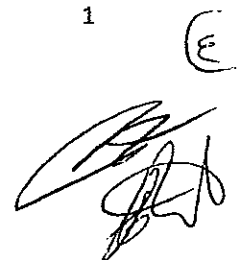
(Hereinafter referred to as the "Association")

LABOUR and the ASSOCIATION hereby record their agreement which is in full and final settlement of all wages and other terms and conditions of employment for the period 1 July 2009 to 30 June 2010, as set out hereunder:-

1. SCOPE OF THE AGREEMENT

1.1. The Agreement will apply to all Permanent Operations staff within the Bargaining Unit.

2. DURATION OF THE AGREEMENT

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2.1. The Agreement will be effective for a period of 1 (ONE) year dated 1st July 2009 to 30th June 2010. The effective date will be pro-rated should the agreement be signed after the 1st of July 2009.

3. WAGE INCREASE

3.1. The parties hereby agree to a 7.5% wage increase on actual rates, for all Bargaining Unit Employees.

4. MINIMUM WAGE

4.1. The parties hereby agree to a minimum wage for the industry of R2950.00 per month.

5. SHIFT ALLOWANCE

5.1. The Association will implement a shift allowance of 5% for semi-continuous shifts and 10% for continuous shifts on 1st July 2010.

6. LABOUR BROKERS

6.1. The Association will continue to use Labour Brokers only in non-core roles and roles which are seasonal, cyclical and/or project related.

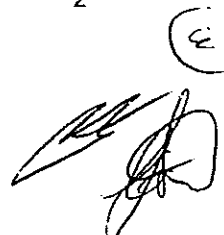
6.2. The Association and Labour furthermore undertake to ensure that Labour Brokers comply with BCEA practices with regards to the supplied staff.

7. MATERNITY LEAVE

7.1. Both parties agree that current maternity leave benefits remain unchanged.

8. HEALTH, SAFETY AND ENVIRONMENT

8.1. A shop steward will be co-opted per departmental safety meetings;

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8.2. The Association re-confirm the full time shop steward's participation in the monthly Safety Steering Committee meeting. Furthermore, Labour commits to honouring these meetings at all times.

9. EMPLOYMENT EQUITY, SKILLS DEVELOPMENT AND LEARNERSHIPS

- 10.1 The Association undertakes to continue with its current learnership/apprenticeship programmes and does not guarantee permanent placement of all learners.
- 10.2 The Full time shop steward's co-opting onto the Workgroup forum, which deals amongst other matters, with Employment Equity as well as Skills Development matters is re-confirmed;
- 10.3 Both parties reconfirm the Unions' involvement and commitment in the recruitment processes of Bargaining Unit roles;

10. HOURS OF WORK

The parties agree that the current number of hours worked by the Bargaining Unit employees will remain unchanged for the duration of this contract.

11. ANNUAL BONUS

Both parties agree to the current annual bonus for Bargaining Unit employees, which is equivalent to 1 (ONE) month's basic pay.

12. EXTENSION OF THE BARGAINING UNIT

Both parties agree that the current scope of the Bargaining Unit remains unchanged for purposes of this agreement.

13. LEAVE BENEFITS

It is hereby agreed that the all current leave benefits which employees enjoy, remains unchanged;

14. LONG SERVICE AWARDS

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Both parties agree to the current long service awards as was implemented by the association the previous year.

15. FLYING SHIFTS

Labour hereby agrees to the implementation of flying shift handovers. Oncoming shift employees shall be at their respective workstations 15 minutes prior to the outgoing shift ending, and the outgoing shift will only leave their respective workstations 10 minutes after the incoming shift has started.

Both parties will ensure that the Workgroup Forum arranges a consultation session with the Taxi's to discuss the new pick up and drop off times of employees, in order for the employees to comply to the required flying shift times.

16. UNION FEEDBACK MEETINGS

19.1 Labour agrees to at all times, ensure that Union feedback meetings do not exceed 1 (ONE) hour per meeting.

19.2 Labour further agrees to ensure that production will continue unaffected and that no machines will be stopped due to members' wishing to attend union feedback meetings.

19.3 Failure to adhere to points 19.1 and 19.2 above, will result in Labour reverting to meetings outside company time, meaning that only employees who are not on shift at the particular moment, may attend the scheduled meetings.

19.4 The Association will continue to subsidize transport to employees who attend the feedback meetings after hours. The necessary arrangements regarding transport must be made prior to the meeting, by Labour, directly with the Taxi's.

20. OTHER TERMS AND CONDITIONS OF EMPLOYMENT:-

All other terms and conditions of employment will remain unchanged.

SIGNED at JOHANNESBURG on this 01 day of July 2009

AS WITNESSES:-

1. _____

On behalf of the ASSOCIATION

2. _____

SIGNED at JOHANNESBURG on this _____ day of JUNE 2009


AS WITNESSES:-

1. _____

On behalf of CEPPWAWU

2. _____

SIGNED at JOHANNESBURG on this 01 day of July 2009



AS WITNESSES:-

1.  _____

On behalf of UASA

2.  _____