

**AGREEMENT IN RESPECT OF WAGES AND SUBSTANTIVE CONDITIONS OF  
EMPLOYMENT FOR THE PERIOD 2009-2010**

entered into and between

**CEPPWAWU**

And

**SOLIDARITY**

And

**UASA – the Union**

(hereinafter referred to as the "Unions")

And

**FIBRE & PARTICLE BOARD CHAMBER  
OF THE BARGAINING COUNCIL  
FOR THE WOOD & PAPER SECTOR**

(hereinafter referred to as the "Employers Association")

**WHEREAS** the parties entered into negotiations, and whereas agreement was reached in respect of wage increases and other terms and conditions of employment for the members of the respective Bargaining Units, agreement shall be effective for the period 01 July 2009 to 30 June 2010, said agreement is recorded 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. Employees who are employed on limited duration contracts will not be paid less than what the permanent employees in same positions are earning.

Labour parties to this agreement and Sonae Novoboard (a member employer party) to review the bargaining unit in accordance with the provisions of the current Sonae Novoboard recognition agreement.

**2. DURATION OF AGREEMENT**

Agreement shall be effective from 01 July 2009 to 30 June 2010.

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*S.P.*  
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### 3. WAGE INCREASES

**PG Bison:-** An increase of 8.5% across the board.

**Masonite & Sonae:-** An increase of 9% across the board.

### 4. MINIMUM SALARY

The minimum salary to be increased by the across-the-board increase of 8.5% for PG Bison and 9% for Masonite and Sonae Novobord, where after the above-stated increase, the employee's salary per month is below R3500, the employee's salary shall be adjusted to R3500.

### 5. SHIFT ALLOWANCE

The minimum shift allowance to increase to as follows:

- Masonite to increase its shift allowance from 7% to 8% effective 01 July 2009 and to 9% effective 01 July 2010;
- Sonae Novobord to increase its shift allowance at White River from 7% to 8.5% effective from 01 July 2009 and to 10% effective from 01 July 2010. (Panbult Shift Allowance to remain status quo).

### 6. MEAL & TOOL ALLOWANCES

Masonite to consult with UASA and CEPPWAWU on the implementation of an agreement relating to Meal Allowances for continuous shift operators and a Tool Allowance for artisan staff. Any agreement reached shall be implemented with effect from 01 July 2010.

### 7. LABOUR BROKERS

Terms and Conditions of Labour Broker employees shall be agreed upon by the parties concerned; i.e. Company and Labour Broker, as part of their service level, which shall ensure compliance with Labour Legislation and good corporate governance.

### 8. MEDICAL AID SCHEME

Parties to Negotiate the issue at Plant Levels

S.P.  
  
  
 B.M.



**9. HEALTH AND SAFETY**

9.1. Employers should adhere to the provisions of the relevant legislation and to disclose all relevant information and consult employees in line with the relevant legislative provisions.

9.1.1. Employers shall provide to the Labour proof of accreditation and the details of the service provider that will run the training programme.

**10. EMPLOYMENT EQUITY, SKILLS DEVELOPMENT & LEARNERSHIP**

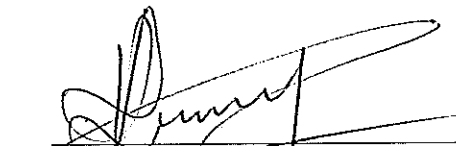
Employers shall at all times adhere to provisions of the relevant legislation and shall disclose all relevant information, and shall further consult with Labour in line with the relevant legislative provision.

**11. EXTENTION OF BARGAINING UNIT**

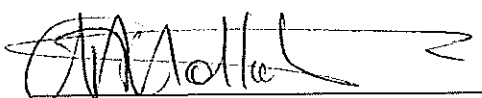
The matter will be referred to a task team comprising of equal number of representatives from Employer and Employee parties to this agreement, which should present recommendations to the parties not later than 30 November 2009.

**12. NON-VARIATION OF AGREEMENT**

It is agreed that all other terms and conditions of employment shall remain unchanged 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.

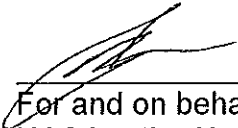
  
For and on behalf of  
**EMPLOYERS ASSOCIATION**  
Date: 10 September 2009

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WITNESS

  
For and on behalf of  
**CEPPWAWU**  
Date: 21/10/09 2009

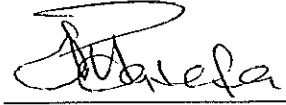
  
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WITNESS





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For and on behalf of  
**UASA – the Union**

Date: 30/10/ 2009



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WITNESS

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For and on behalf of  
**SOLIDARITY**

Date: \_\_\_\_\_ 2009

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WITNESS

