

**NATIONAL BARGAINING COUNCIL
FOR THE WOOD AND PAPER SECTOR
(SAWMILLING CHAMBER)**

SUBSTANTIVE AGREEMENT

1 JULY 2009 TO 30 JUNE 2010

between

**THE EMPLOYERS' ASSOCIATION FOR THE SAWMILLING INDUSTRY
(hereinafter referred to as the EMPLOYERS).**

and

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

and

**THE UNITED ASSOCIATION OF SOUTH AFRICA
(UASA)**

and

**SOLIDARITY
(hereinafter referred to as the UNIONS)**

Arising from the annual negotiations between the Employers and the Unions, the undersigned parties agree to the following:

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1. PERIOD OF AGREEMENT

This agreement shall apply for the period 1 July 2009 to 30 June 2010.

2. SCOPE OF AGREEMENT

This agreement shall apply to all wage earning employees of the employers who are members of the Scrapping Chamber of the National Bargaining Council for the Wood and Paper Sector.

3. WAGES

The wages of all wage earning employees shall increase as follows:

3.1 An increase of 7,6% across the board on actual basic wage with effect from 1 July 2009, and

3.2 A further increase of 1,0% across the board on actual basic wage with effect from 1 January 2010, and

3.3 The actual basic wage referred to in 3.1 and 3.2 above shall be the actual basic wage applicable as at 30 June 2008.

4. MINIMUM WAGE

The minimum wage payable by the employers who are signatories to this agreement shall be R1 505,00 per month with effect from 1 July 2008, increasing to R1 518,00 per month with effect from 1 January 2010 (being R1 505,00 plus 1% of R1 400,00).

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5. TASK TEAM

A task team consisting of an equal number of labour and of management representatives will be formed to investigate the following:

- 5.1 Shift allowance
- 5.2 Fatigue shift
- 5.3 Tool allowance for artisans
- 5.4 Annual bonus

and to present proposals to the parties for consideration during the 2010 - 2011 negotiations.

6. LABOUR BROKERS

The employers will refrain from engaging any labour broker who is violating the fundamental rights of workers in terms of the applicable labour legislation.

7. HEALTH AND SAFETY

All employers are committed to ensure the health & safety of their employees and to this end should adhere to the provisions of the applicable Occupational Health and Safety legislation and to disclose all relevant information to, and consult with labour in accordance with prevailing Occupational Health and Safety legislation

8. EMPLOYMENT EQUITY AND SKILLS DEVELOPMENT

Employers are committed to employment equity principles and the development of employees' skills and to this end should adhere to the provisions of the applicable Employment Equity and Skills Development legislation and to disclose all relevant information to, and consult with labour in accordance with the prevailing Employment Equity and Skills Development legislation

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