

MEMORANDUM OF 2019/20 WAGE AGREEMENT

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)

and

hereinafter referred to as "The Trade Unions"

ON THE OTHER HAND

WZ
SP-R
J.N.
Zon
N.M.

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 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 only** of the Pulp and Paper Chamber of the Bargaining Council. Parties agree to deal with the issues highlighted in the agreement framework concluded at the Chamber Level.

2. The Duration of the agreement

This agreement is valid for a period of 1 year commencing on **1 July 2019 to 30th of June 2020**. Parties agree to continue to engage on the possibility of concluding a multi-year agreement.

3. Wage Increase

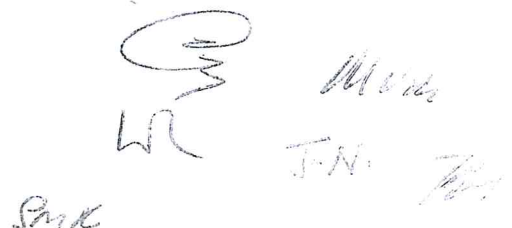
The parties agree to an increase of 6% on basic wages across the board for employees in the bargaining unit. Notwithstanding the above, the parties agree to recognise the more favourable wage agreements that were concluded at company level.

4. Minimum wage

The minimum wage for the industry will be increased to **R7'100.00 per month**.

5. Shift Allowance

The industry minimum shift allowance shall remain at 10%.

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6. Retrenchment conditions

Parties agree that the current minimum payment of 2 week's remuneration per each completed year of service remains.

7. Minimum of severance pay – R50,000.00

In addition, it is agreed that Labour's position of up to four (4) weeks' severance pay per each completed year of service, regarding the categorisation concept relating to Pulp and Paper Industry retrenchments, will be explored and discussed at Chamber Level and concluded by February 2020. These discussions will include minimum severance pay of R50,000 for the Industry

8. Medical Aid

Parties agreed to redirect this issue to the National Working Group for further engagement.

9. Standby Allowance

Parties agreed that this will be discussed first at company level with further engagement and feedback at Chamber Level and that this should be concluded by February 2020.

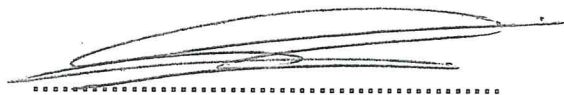
10. Full and Final Settlement

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 2019/2020 negotiations in the Pulp and Paper Chamber, and all other terms and conditions of service not covered by this agreement will remain in force. Further, any existing conditions which are more favourable than the conditions contained in this agreement, will remain in force at company or business unit level.

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Thus done and signed at Springs on 24th day of October 2019.



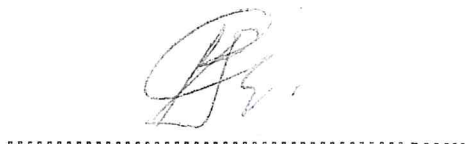
For and on behalf of the Employers
Association for the Pulp and Paper



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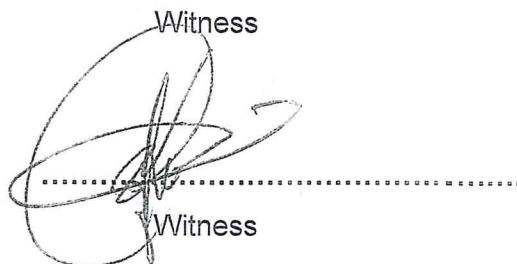
For and on behalf of the CEPPWAWU



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For and on behalf of UASA, The Union



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